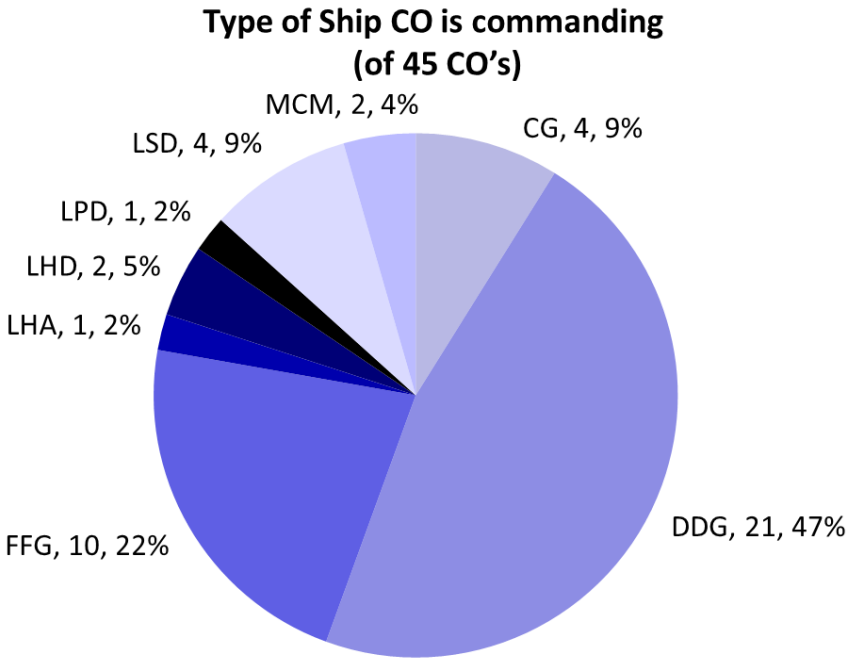
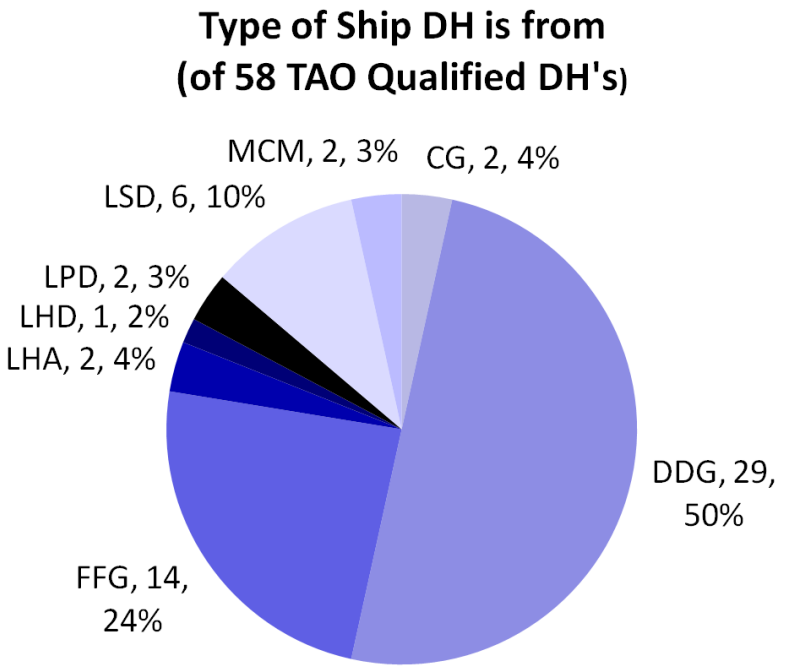
SWOS Fleet Questionnaire
DH Classes 206-208
Final Results: 03/02/2011

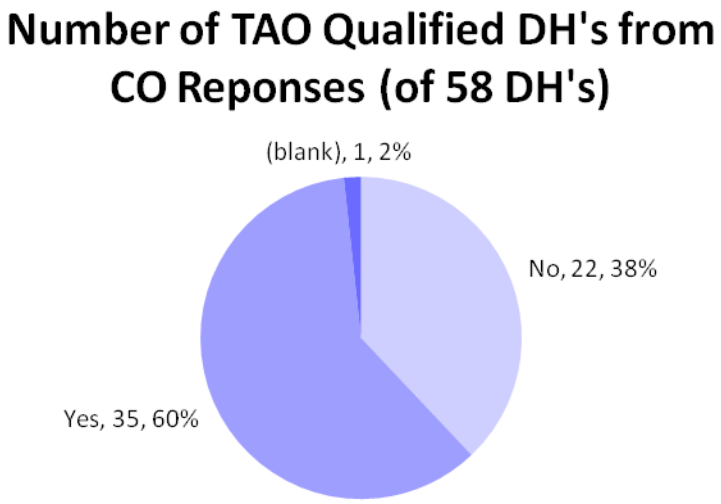
DH Classes 206-208

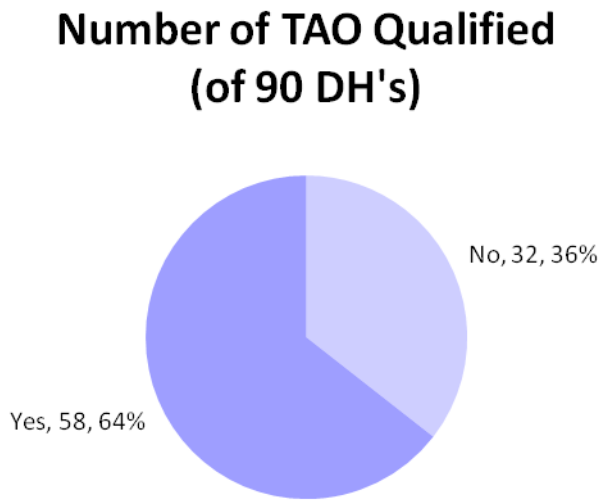
Data from: 45 CO's (rated 57 DH's) and 90 DH's (as of 2 Mar 2011)
Percent response (CO: 45/106=42%, rating 57/149=38% of requested surveys filled out; DH: 90/149=60%)





Number TAO Qualified





CO Identified Areas of Strength

- DH: CHENG
- DH: 1st LT
- DH: AT/FP
- DH: Leadership and Management
- DH: Procedural Compliance (Safety)

Blue font – denotes CO/DH consensus

DH Identified Areas of Strength

- TAO Abilities: Command
- DH: Procedural Compliance (Safety)
- DH: CHENG
- DH: AT/FP
- DH: Leadership and Management

  - *Blue font – denotes CO/DH consensus*

CO Identified Areas for Improvement

- TAO Skills: Situation Awareness
- TAO Skills: Decision Making
- DH: Personnel Management
- TAO Skills: Threat Evaluation
- TAO Abilities: Command

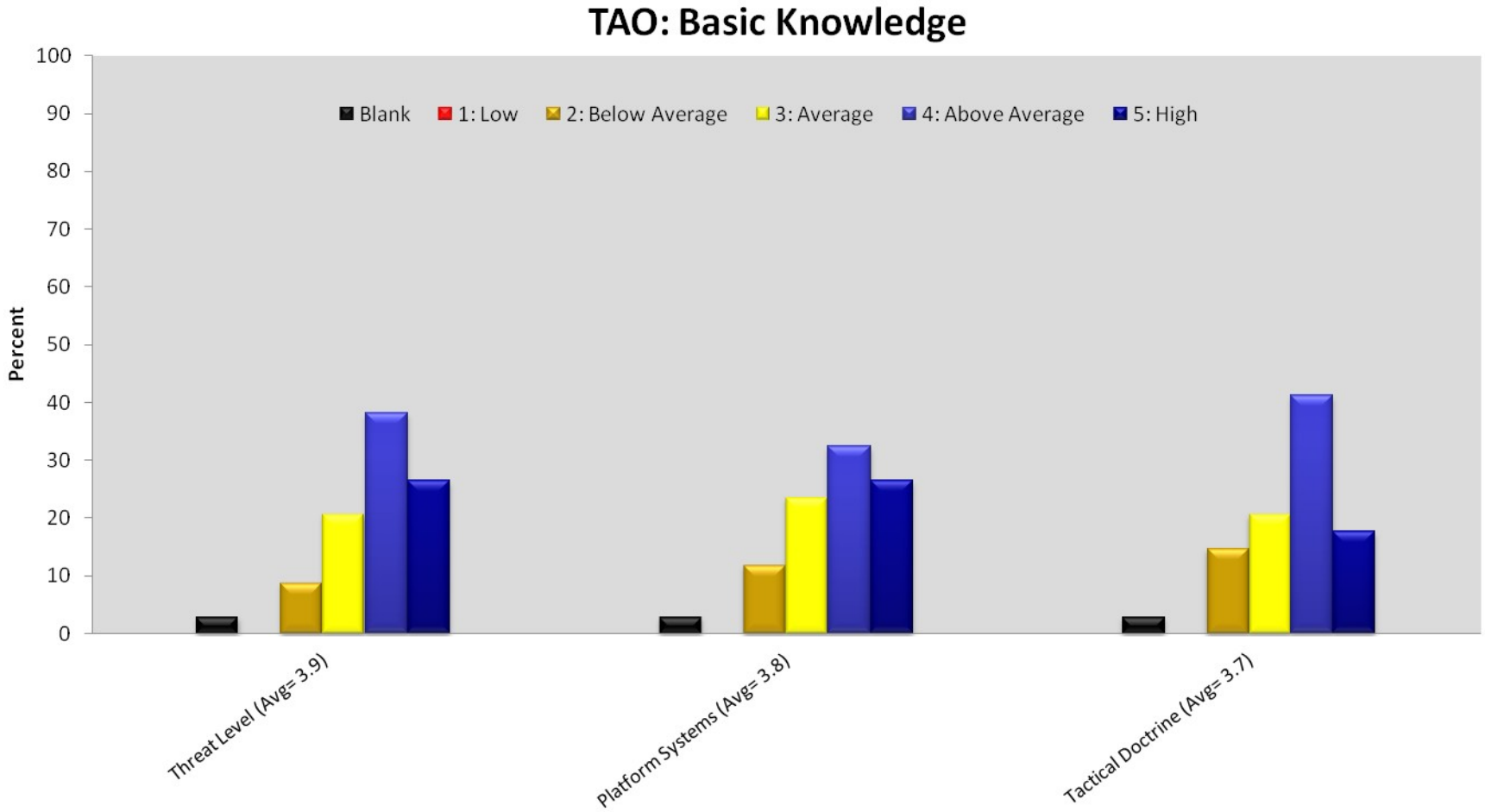
  - *Blue font – denotes CO/DH consensus*

DH Identified Areas for Improvement

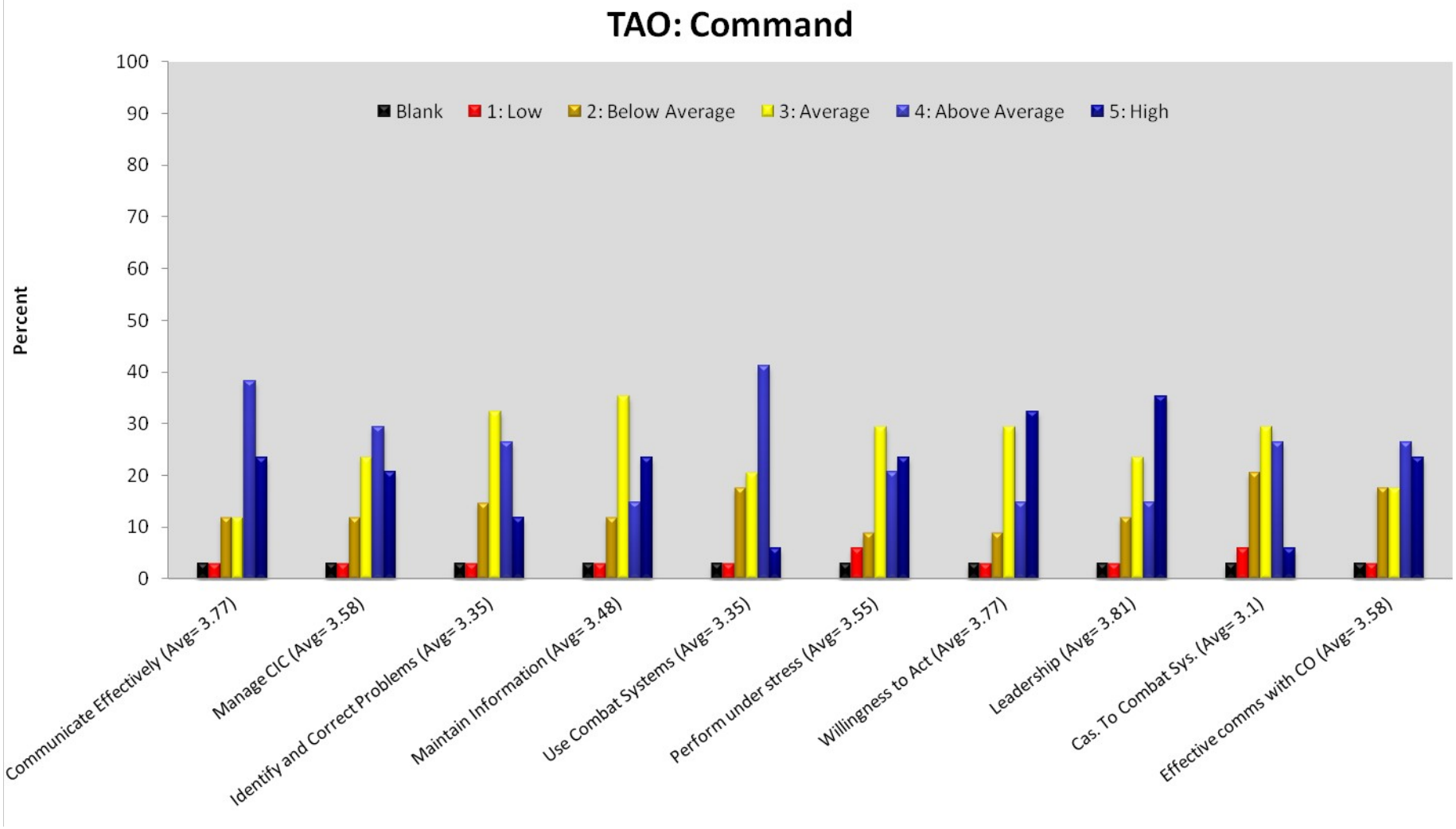
- DH: Personnel Management
- DH: Effective Training
- TAO: Decision Making
- DH: Material Readiness
- TAO: Threat Evaluation

- Blue font – denotes CO/DH consensus

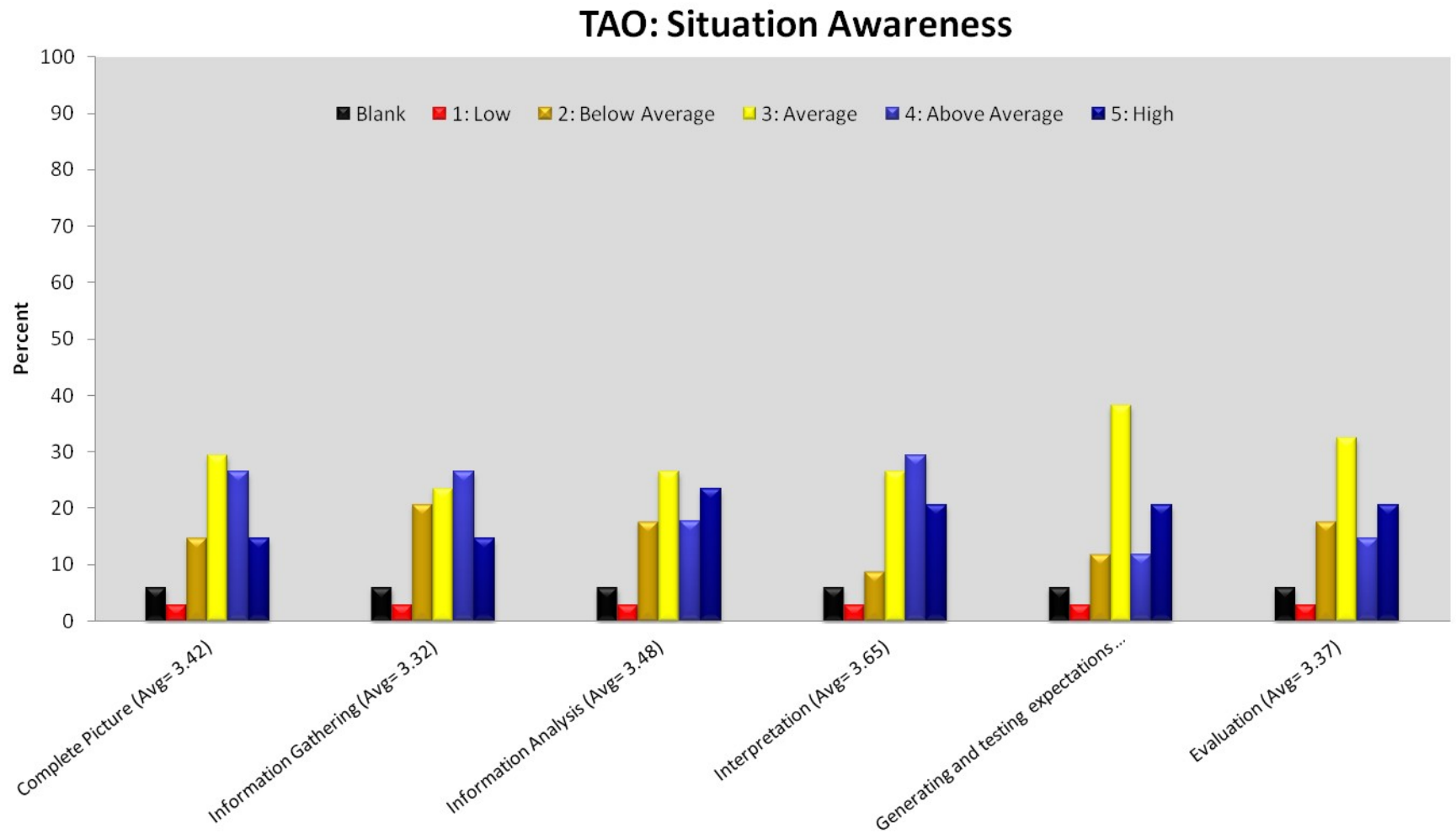
CO Survey


TAO: Basic Knowledge
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Threat Level (Avg= 3.9)
Platform Systems (Avg= 3.8)
Tactical Doctrine (Avg= 3.7)

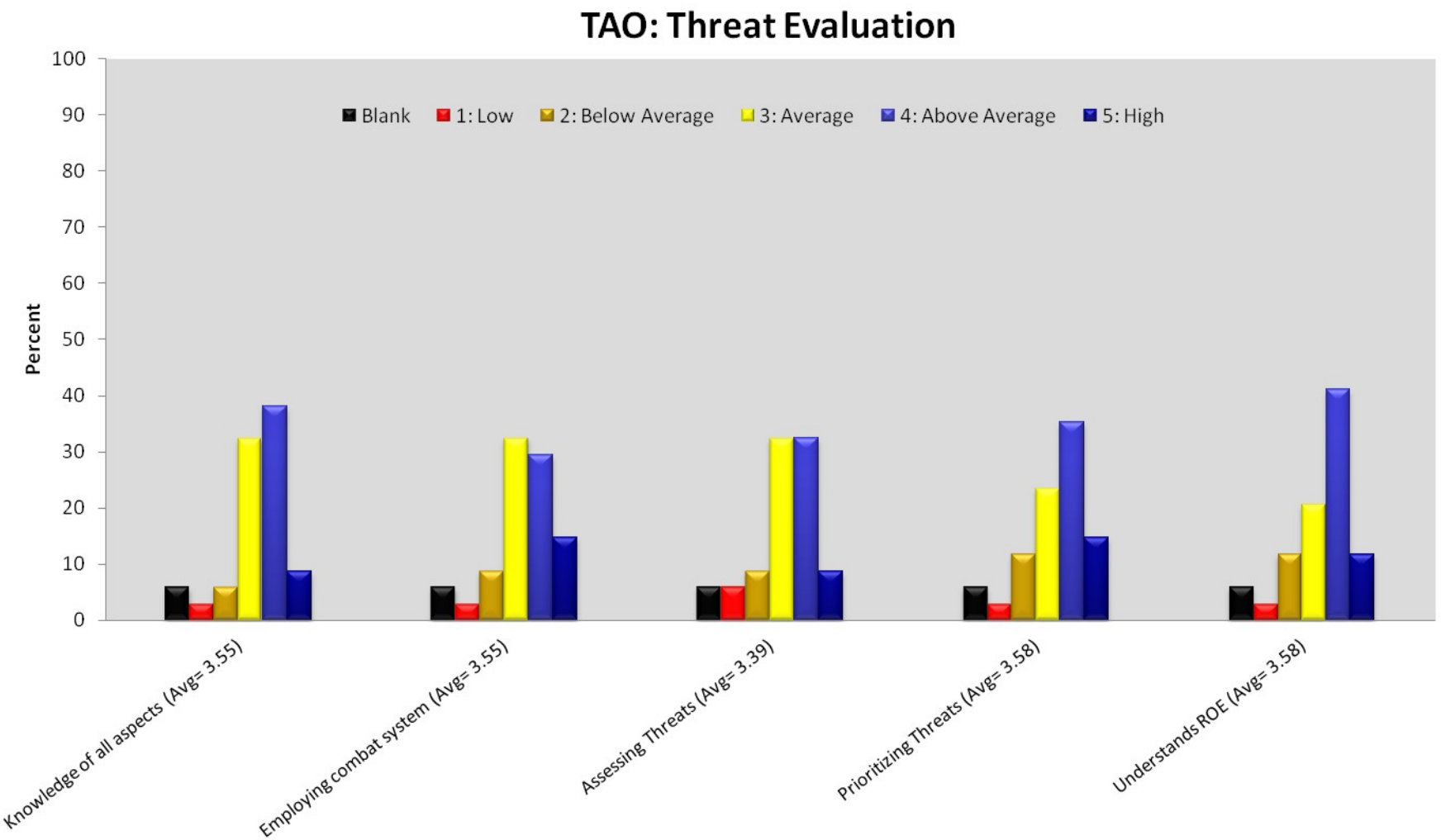
CO Survey


TAO: Command
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Communicate Effectively (Avg= 3.77)
Manage CIC (Avg= 3.58)
Identify and Correct Problems (Avg= 3.35)
Maintain Information (Avg= 3.48)
Use Combat Systems (Avg= 3.35)
Perform under stress (Avg= 3.55)
Willingness to Act (Avg= 3.77)
Leadership (Avg= 3.81)
Cas. To Combat Sys. (Avg= 3.1)
Effective comms with CO (Avg= 3.58)

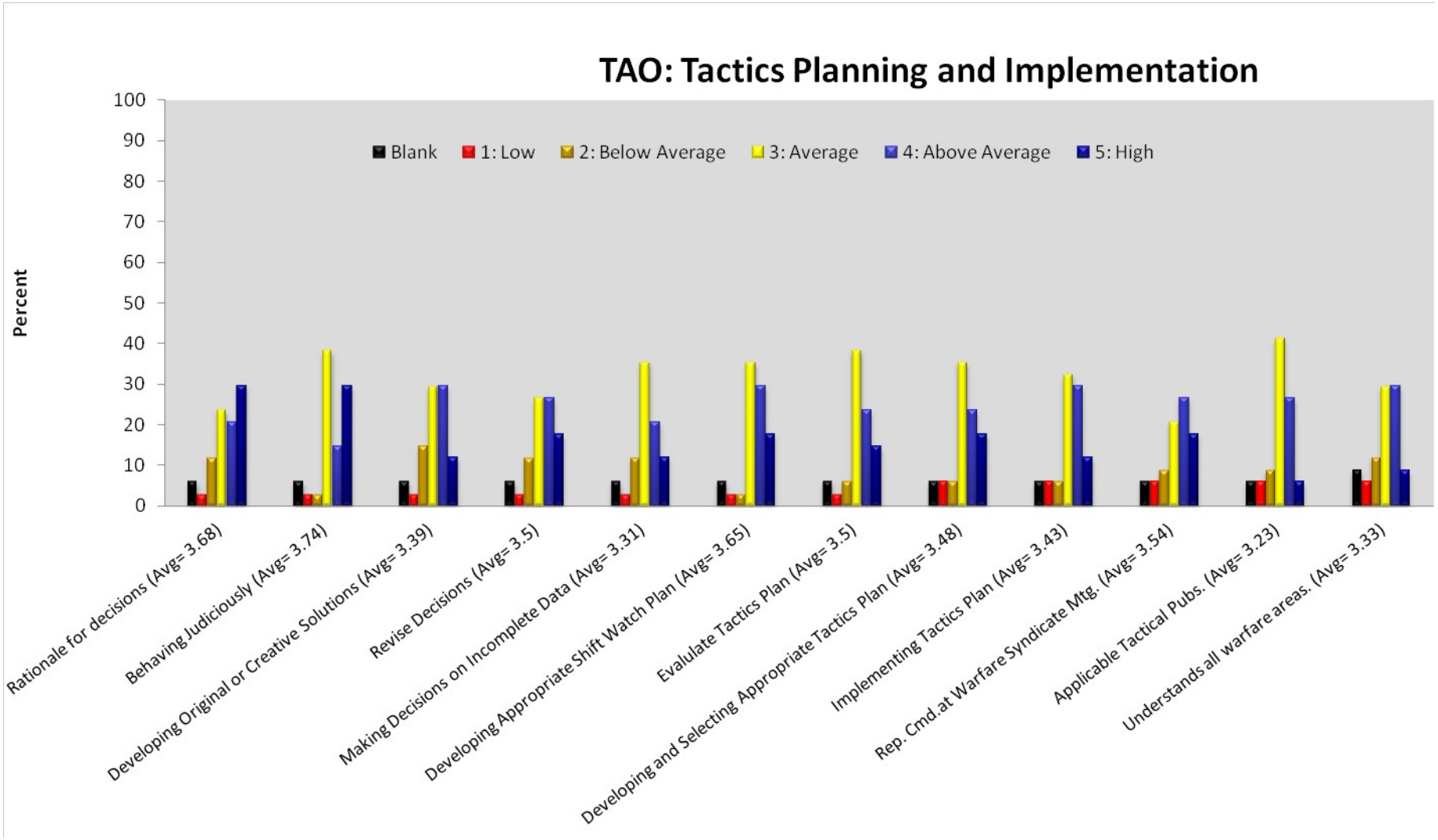
CO Survey


TAO: Situation Awareness
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Complete Picture (Avg= 3.42)
Information Gathering (Avg= 3.32)
Information Analysis (Avg= 3.48)
Interpretation (Avg= 3.65)
Generating and testing expectations…
Evaluation (Avg= 3.37)

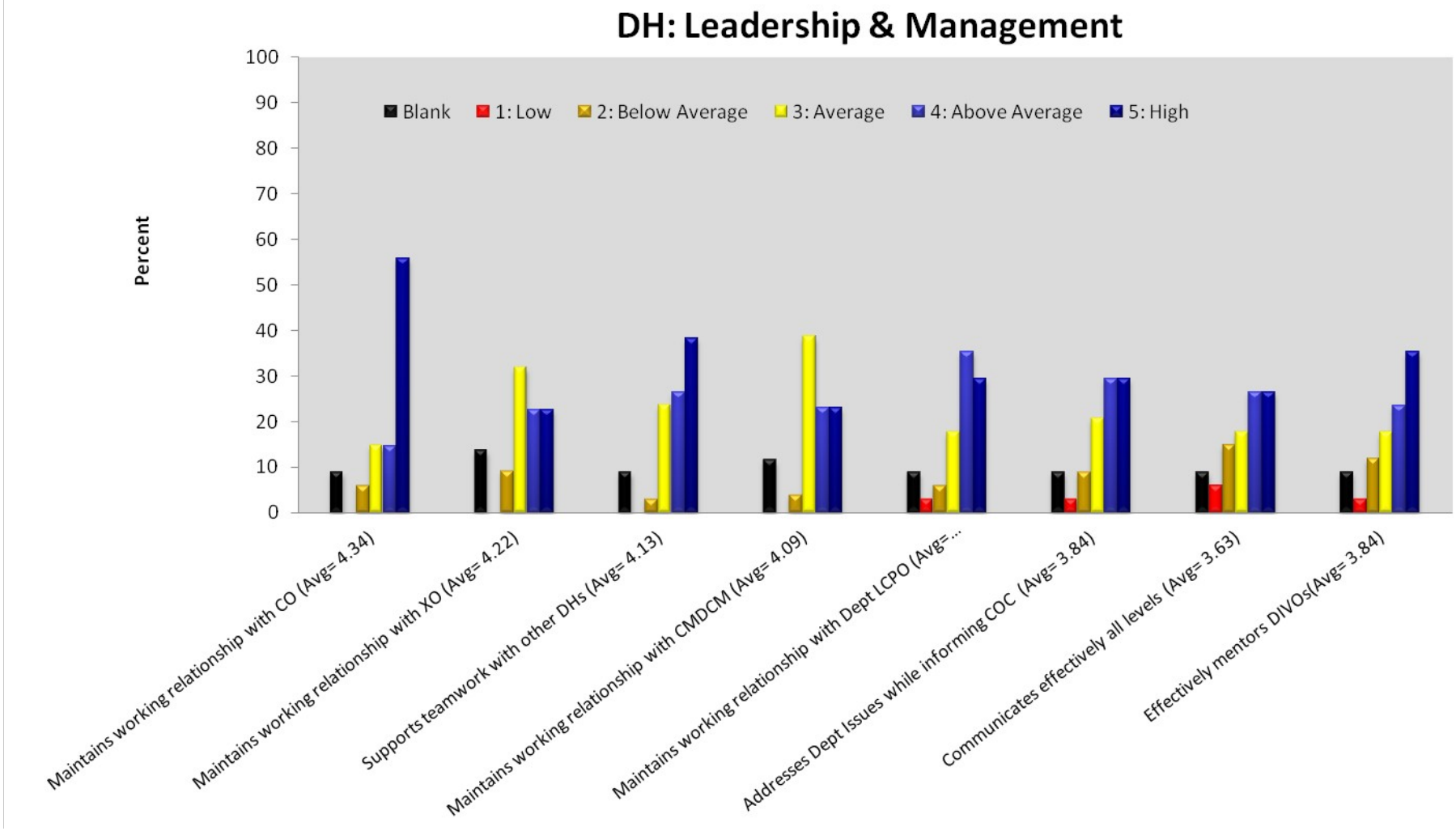
CO Survey


TAO: Threat Evaluation
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Knowledge of all aspects (Avg= 3.55)
Employing combat system (Avg= 3.55)
Assessing Threats (Avg= 3.39)
Prioritizing Threats (Avg= 3.58)
Understands ROE (Avg= 3.58)

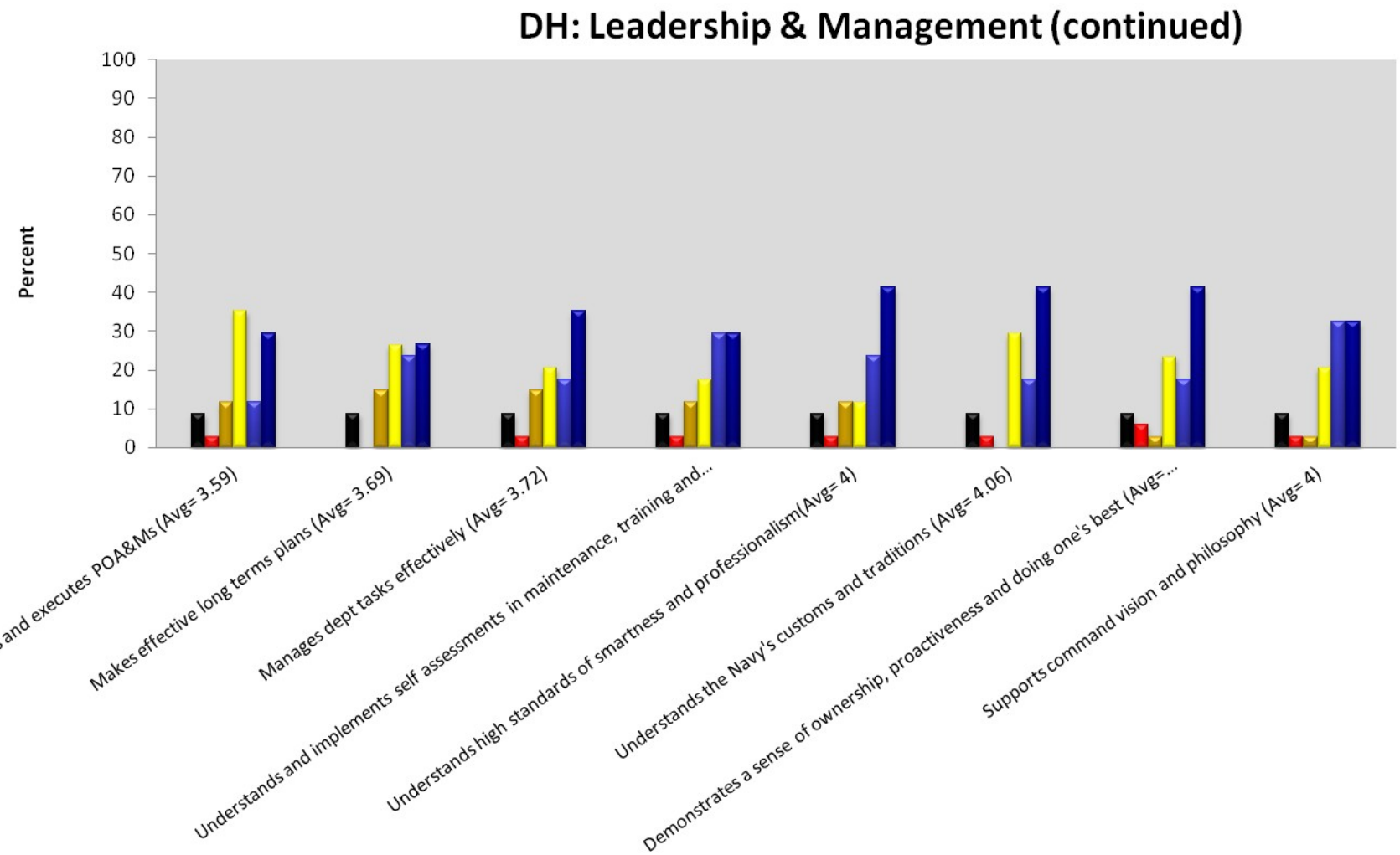
CO Survey


TAO: Tactics Planning and Implementation
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Rationale for decisions (Avg= 3.68)
Behaving Judiciously (Avg= 3.74)
Developing Original or Creative Solutions (Avg= 3.39)
Revise Decisions (Avg= 3.5)
Making Decisions on Incomplete Data (Avg= 3.31)
Developing Appropriate Shift Watch Plan (Avg= 3.65)
Evalulate Tactics Plan (Avg= 3.5)
Developing and Selecting Appropriate Tactics Plan (Avg= 3.48)
Implementing Tactics Plan (Avg= 3.43)
Rep. Cmd.at Warfare Syndicate Mtg. (Avg= 3.54)
Applicable Tactical Pubs. (Avg= 3.23)
Understands all warfare areas. (Avg= 3.33)

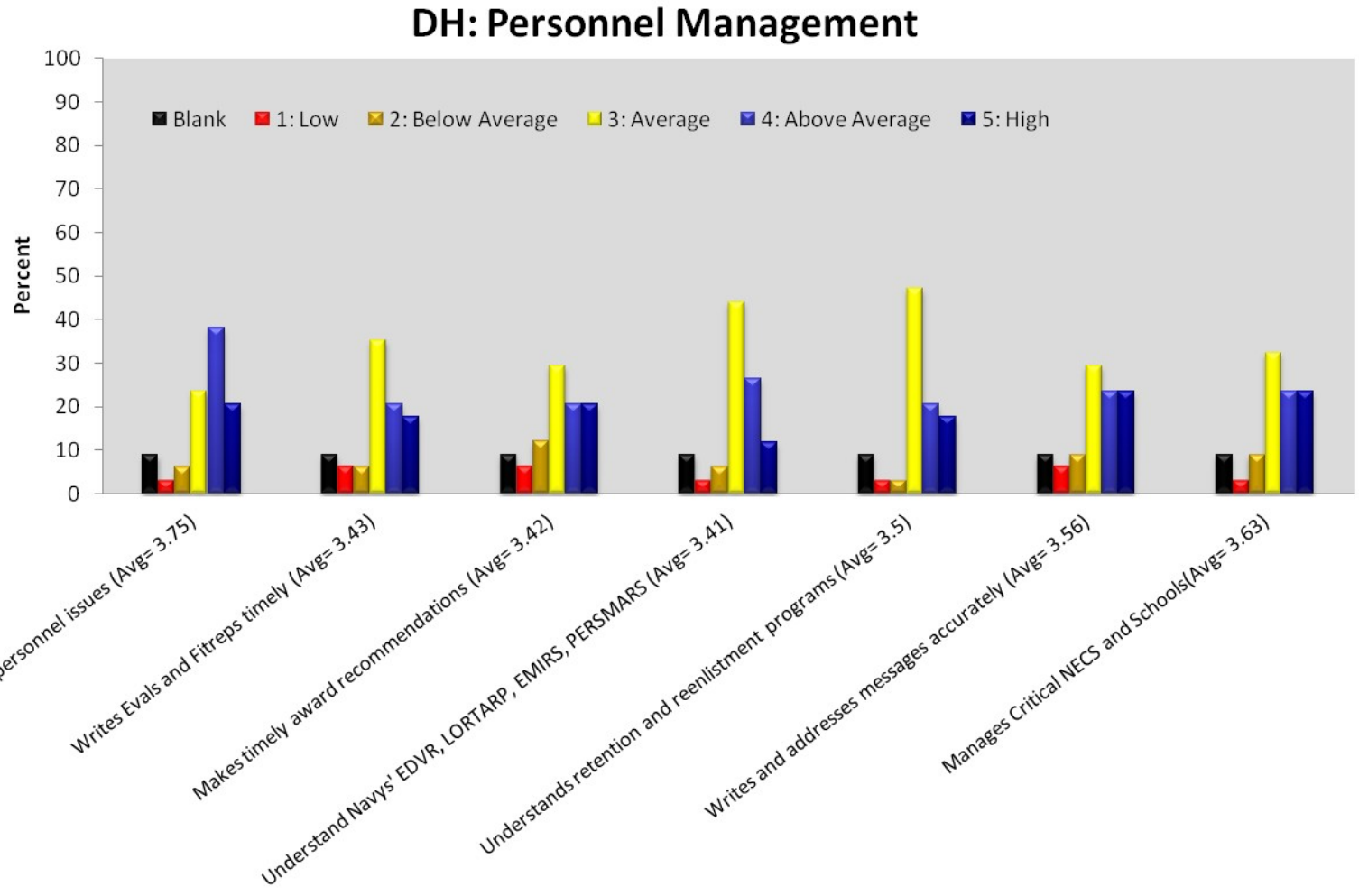
CO Survey


DH: Leadership & Management
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Maintains working relationship with CO (Avg= 4.34)
Maintains working relationship with XO (Avg= 4.22)
Supports teamwork with other DHs (Avg= 4.13)
Maintains working relationship with CMDCM (Avg= 4.09)
Maintains working relationship with Dept LCPO (Avg= ...
Addresses Dept Issues while informing COC (Avg= 3.84)
Communicates effectively all levels (Avg= 3.63)
Effectively mentors DIVOs(Avg= 3.84)

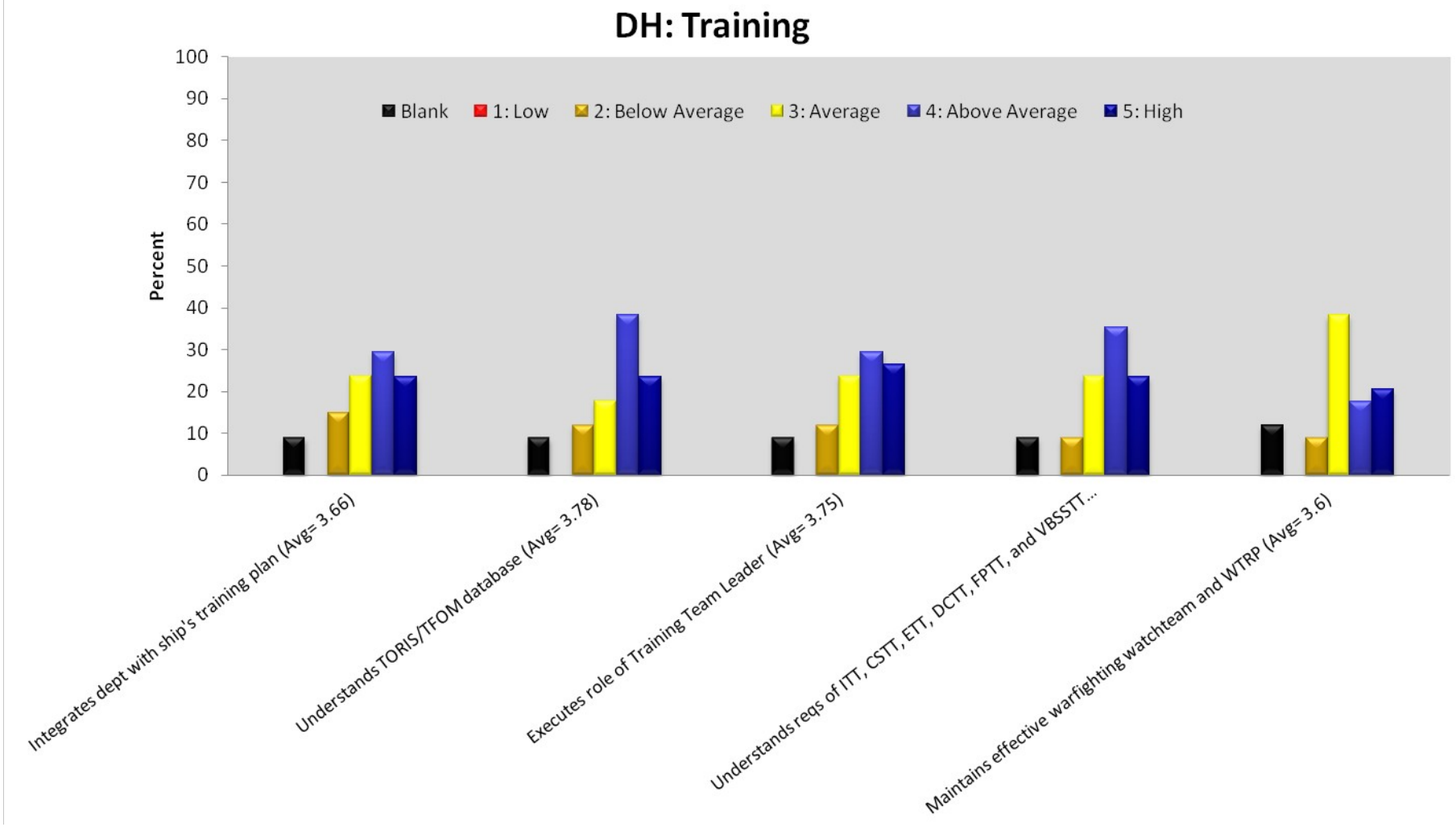
CO Survey


DH: Leadership & Management (continued)
Percent
100
90
80
70
60
50
40
30
20
10
0
Develops and executes POA&Ms (Avg= 3.59)
Makes effective long terms plans (Avg= 3.69)
Manages dept tasks effectively (Avg= 3.72)
Understands and implements self assessments in maintenance, training and...
Understands high standards of smartness and professionalism(Avg= 4)
Understands the Navy's customs and traditions (Avg= 4.06)
Demonstrates a sense of ownership, proactiveness and doing one's best (Avg=...
Supports command vision and philosophy (Avg= 4)

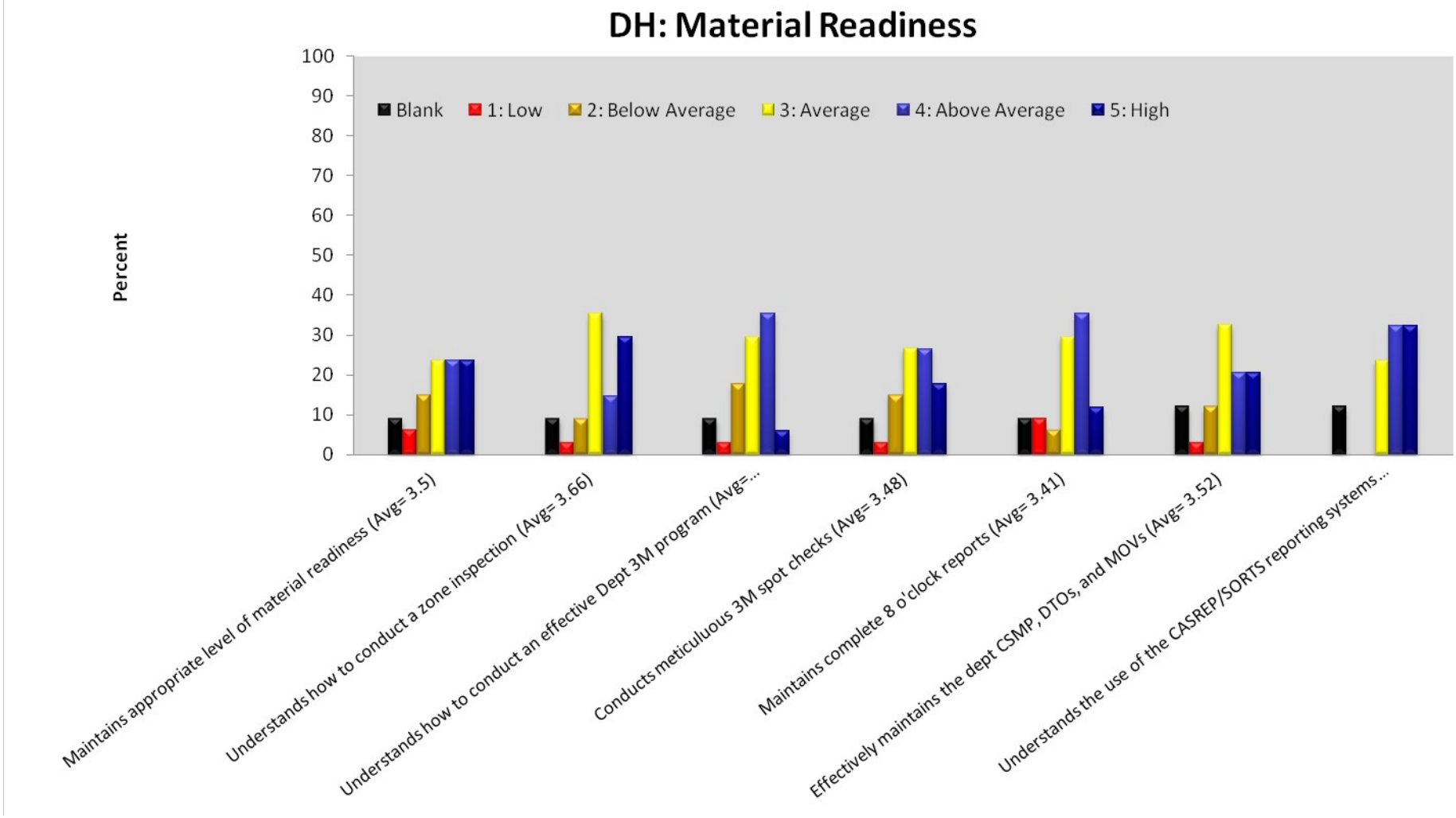
CO Survey


DH: Personnel Management
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Manages dept personnel issues (Avg= 3.75)
Writes Evals and Fitreps timely (Avg= 3.43)
Makes timely award recommendations (Avg= 3.42)
Understand Navys' EDVR, LORTARP, EMIRS, PERSMARS (Avg= 3.41)
Understands retention and reenlistment programs (Avg= 3.5)
Writes and addresses messages accurately (Avg= 3.56)
Manages Critical NECS and Schools(Avg= 3.63)

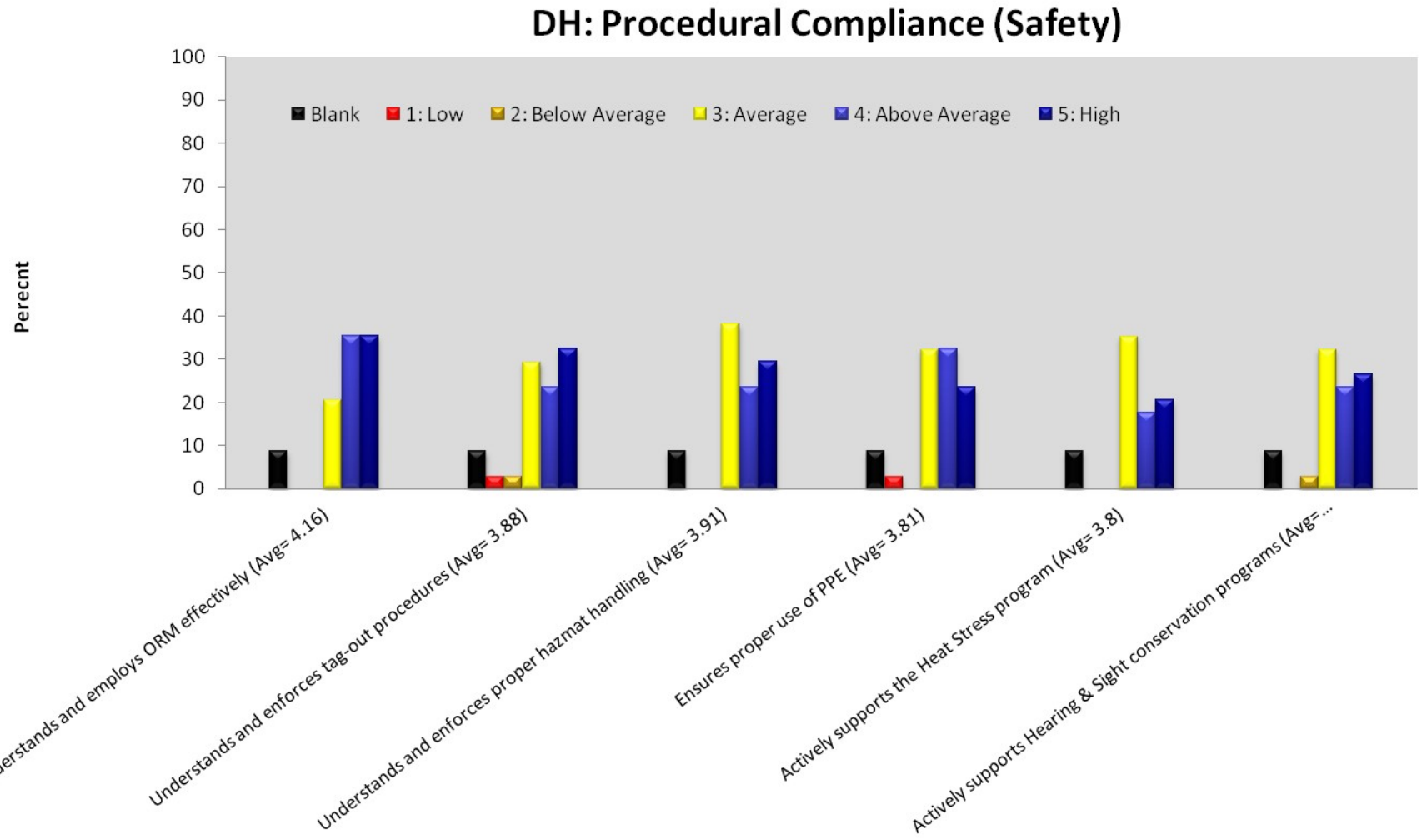
CO Survey


DH: Training
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Integrates dept with ship's training plan (Avg= 3.66)
Understands TORIS/TFOM database (Avg= 3.78)
Executes role of Training Team Leader (Avg= 3.75)
Understands reqs of ITT, CSTT, ETT, DCTT, FPTT, and VBSSTT...
Maintains effective warfighting watchteam and WTRP (Avg= 3.6)

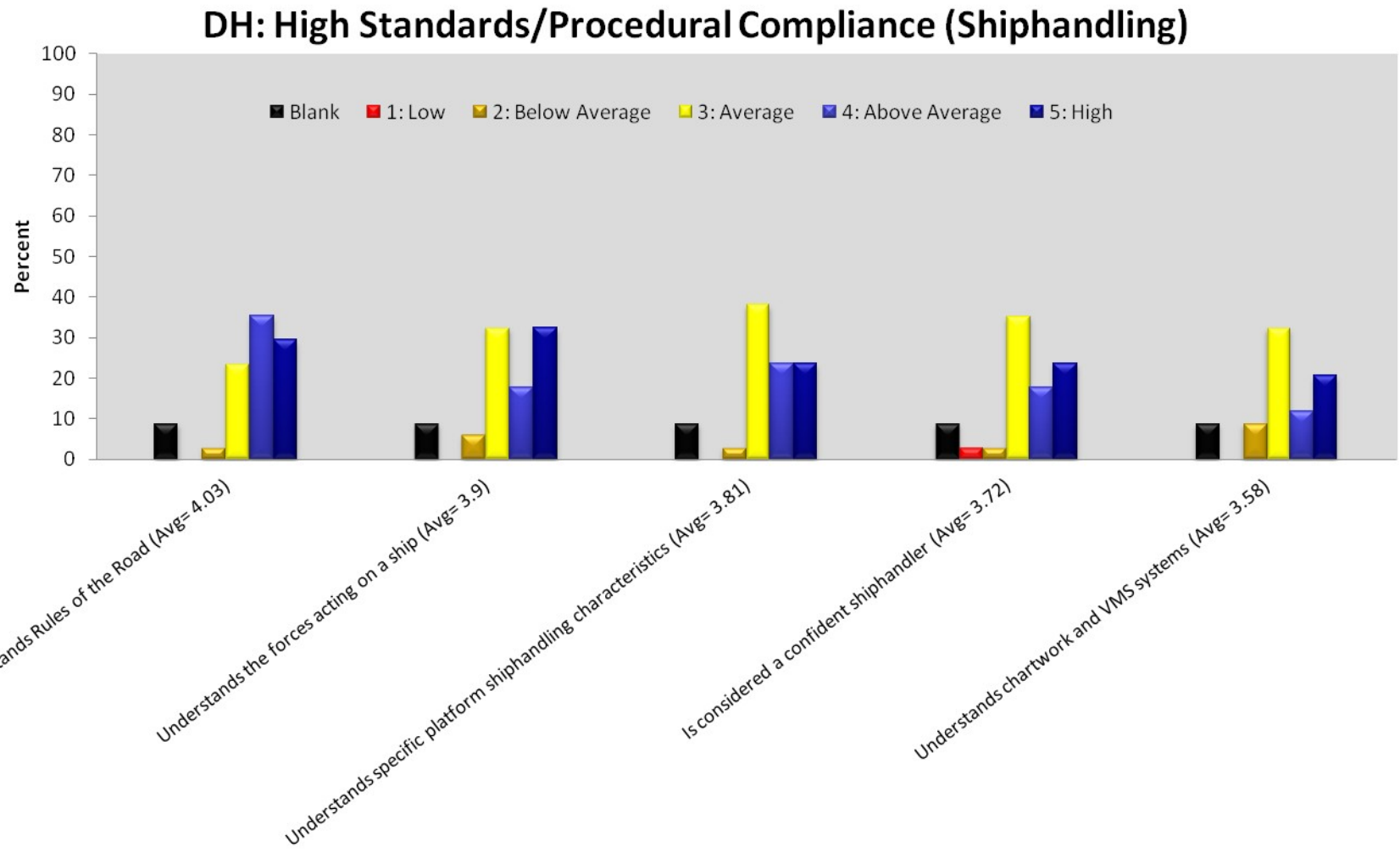
CO Survey


DH: Material Readiness
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Maintains appropriate level of material readiness (Avg= 3.5)
Understands how to conduct a zone inspection (Avg= 3.66)
Understands how to conduct an effective Dept 3M program (Avg=...
Conducts meticulous 3M spot checks (Avg= 3.48)
Maintains complete 8 o'clock reports (Avg= 3.41)
Effectively maintains the dept CSMP , DTOs, and MOVs (Avg= 3.52)
Understands the use of the CASREP/SORTS reporting systems ...

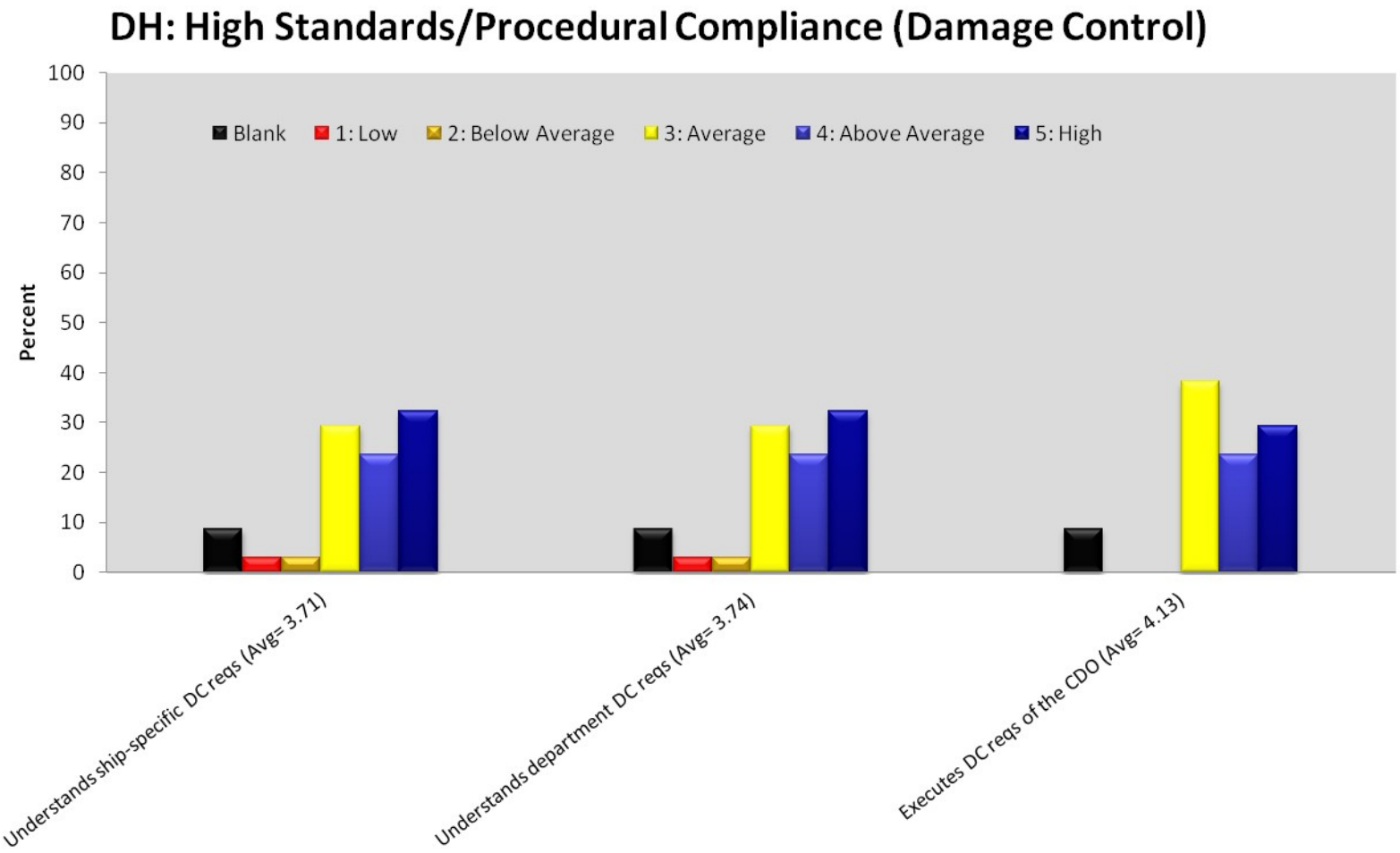
CO Survey


DH: Procedural Compliance (Safety)
Perecnt
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands and employs ORM effectively (Avg= 4.16)
Understands and enforces tag-out procedures (Avg= 3.88)
Understands and enforces proper hazmat handling (Avg= 3.91)
Ensures proper use of PPE (Avg= 3.81)
Actively supports the Heat Stress program (Avg= 3.8)
Actively supports Hearing & Sight conservation programs (Avg=...

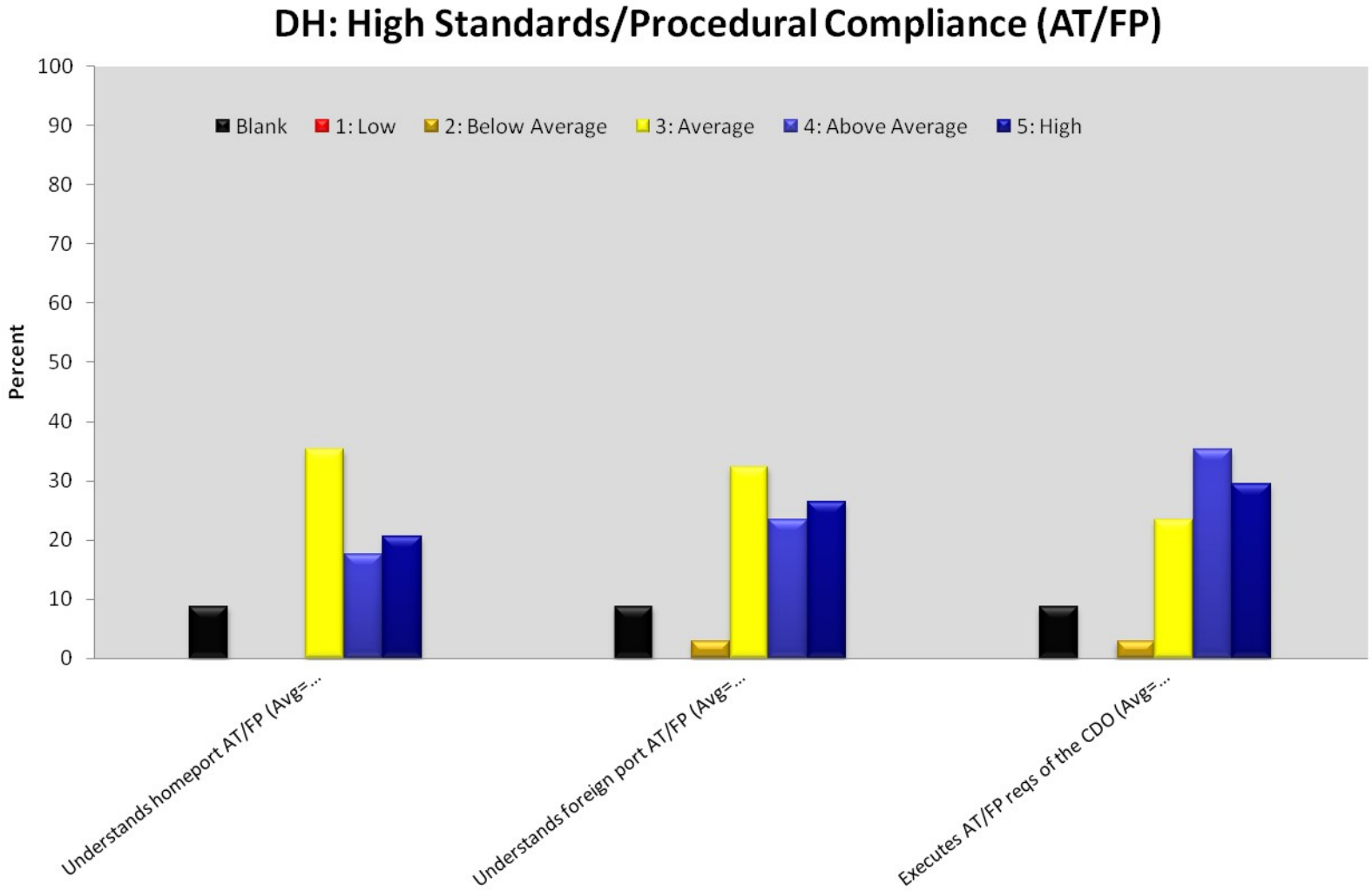
CO Survey


DH: High Standards/Procedural Compliance (Shiphandling)
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands Rules of the Road (Avg= 4.03)
Understands the forces acting on a ship (Avg= 3.9)
Understands specific platform shiphandling characteristics (Avg= 3.81)
Is considered a confident shiphandler (Avg= 3.72)
Understands chartwork and VMS systems (Avg= 3.58)

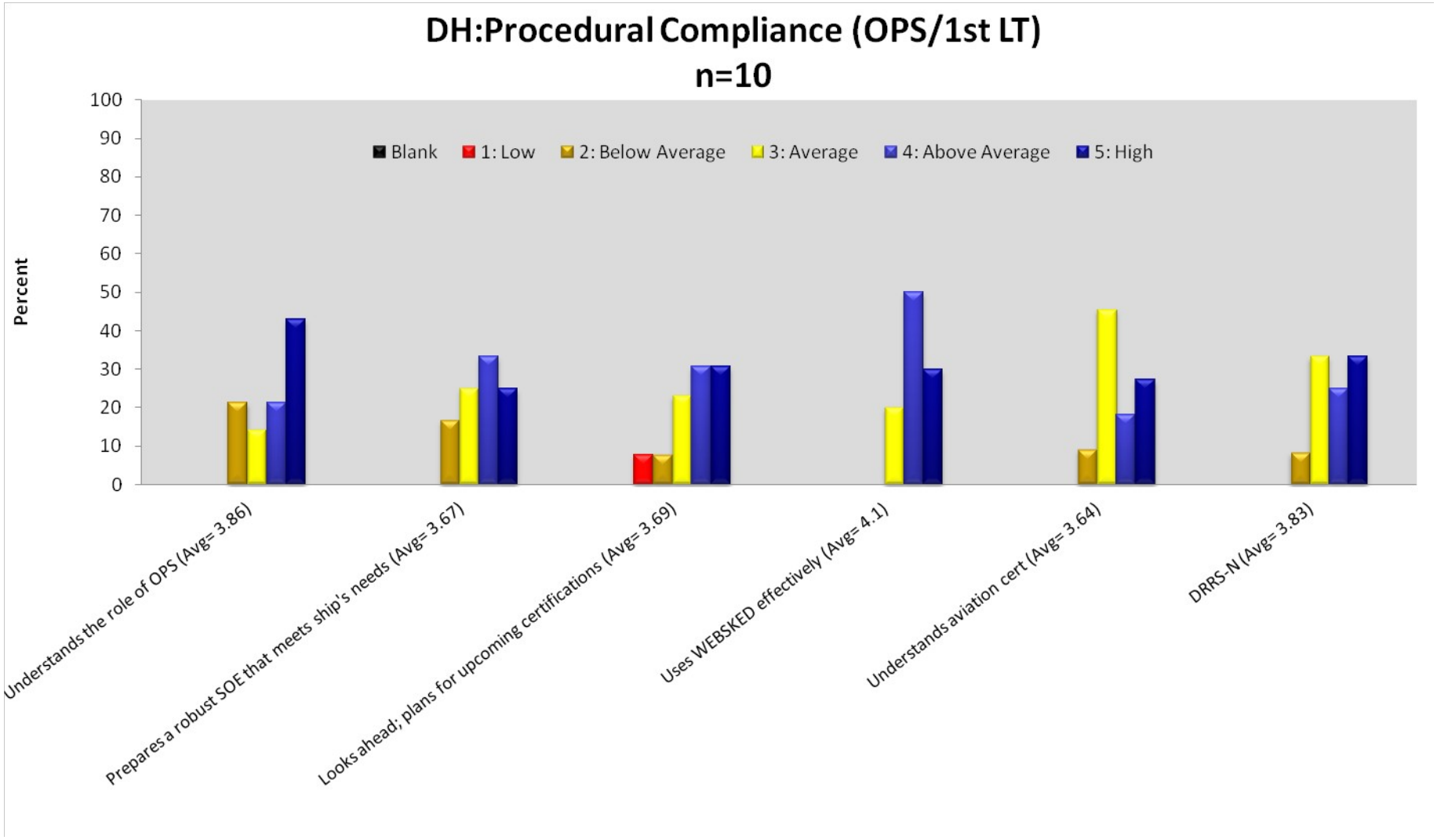
CO Survey


DH: High Standards/Procedural Compliance (Damage Control)
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands ship-specific DC reqs (Avg= 3.71)
Understands department DC reqs (Avg= 3.74)
Executes DC reqs of the CDO (Avg= 4.13)

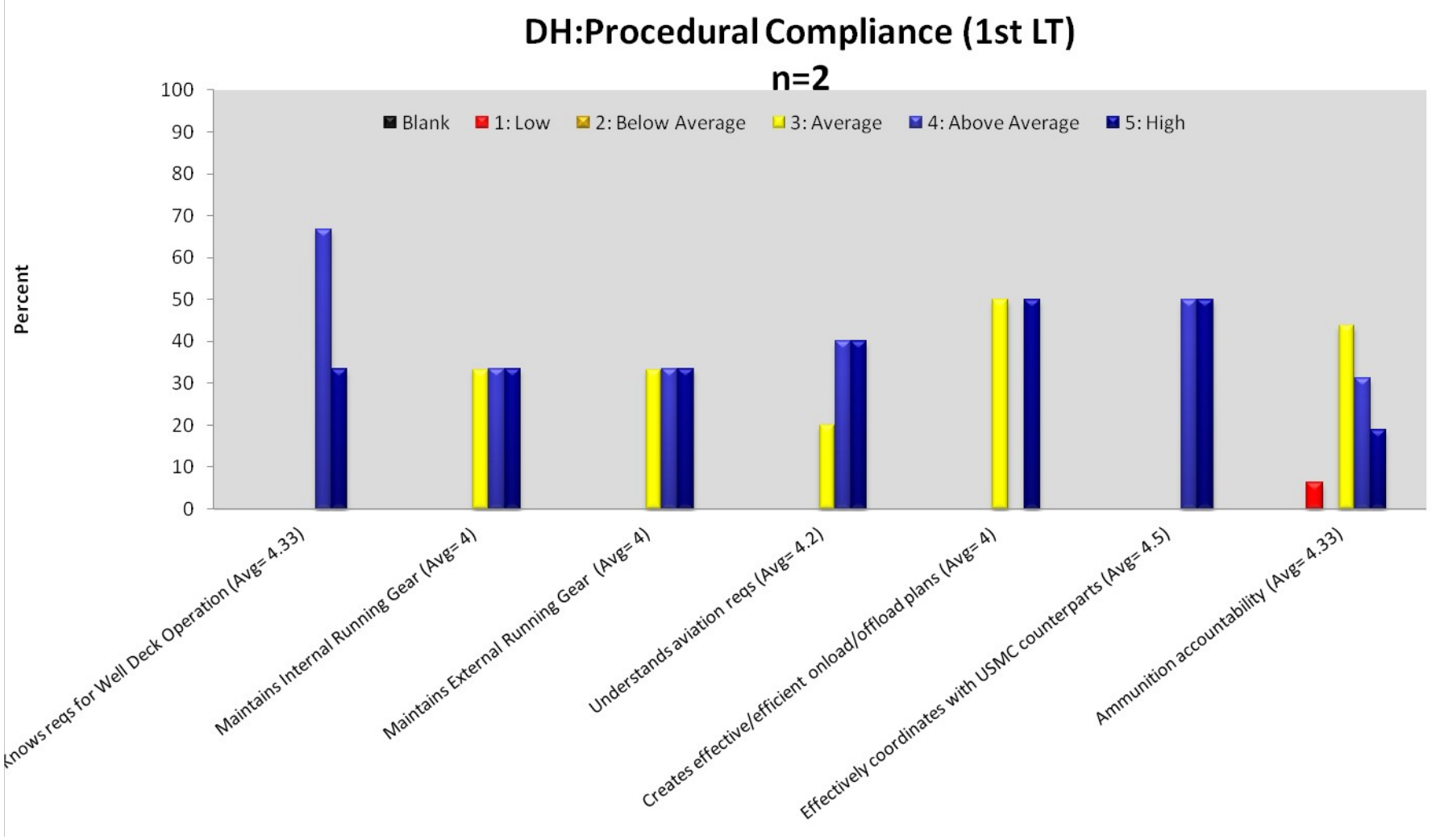
CO Survey


DH: High Standards/Procedural Compliance (AT/FP)
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands homeport AT/FP (Avg=...
Understands foreign port AT/FP (Avg=...
Executes AT/FP reqs of the CDO (Avg=...

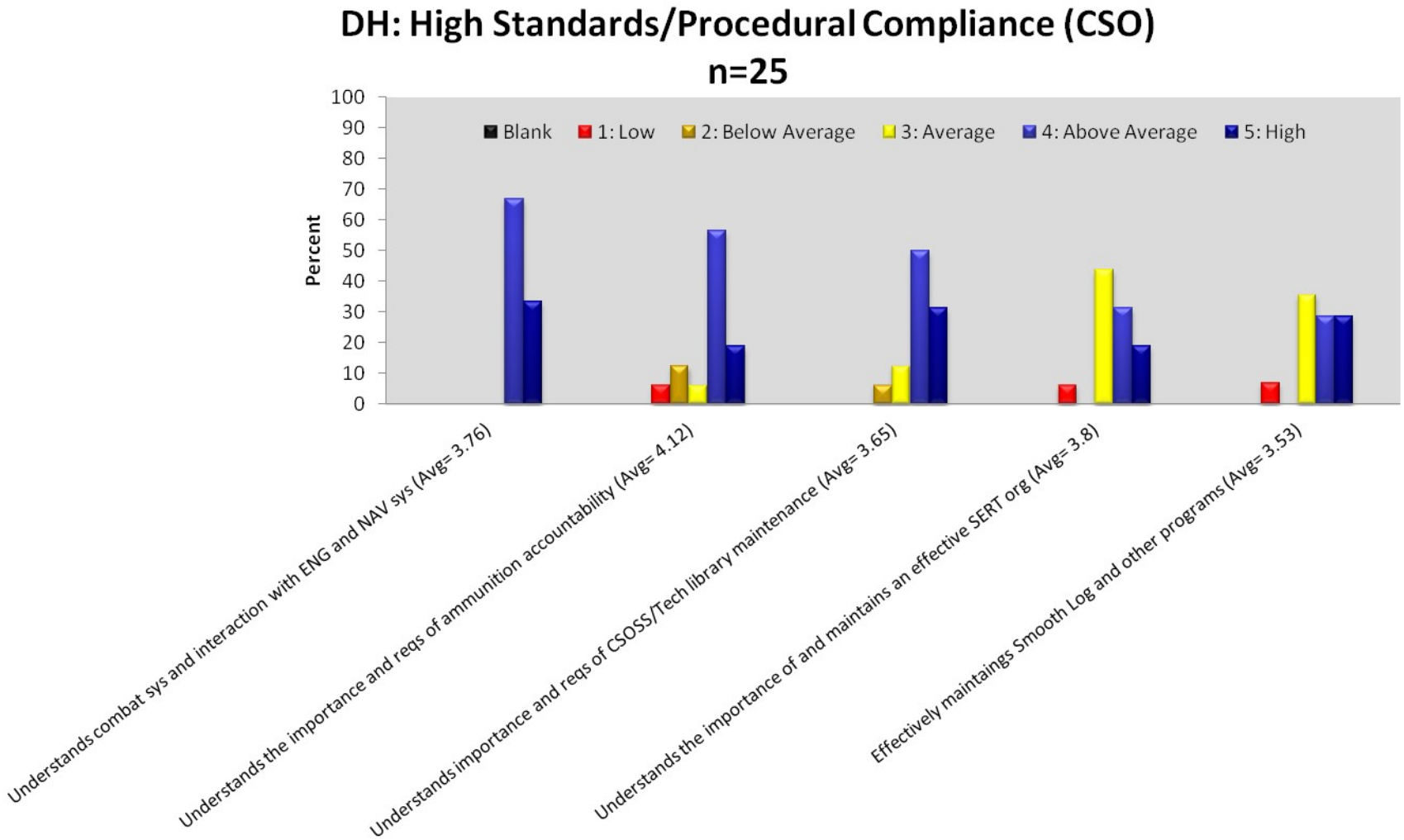
CO Survey


DH:Procedural Compliance (OPS/1st LT)
n=10
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands the role of OPS (Avg= 3.86)
Prepares a robust SOE that meets ship's needs (Avg= 3.67)
Looks ahead; plans for upcoming certifications (Avg= 3.69)
Uses WEBSKED effectively (Avg= 4.1)
Understands aviation cert (Avg= 3.64)
DRRS-N (Avg= 3.83)

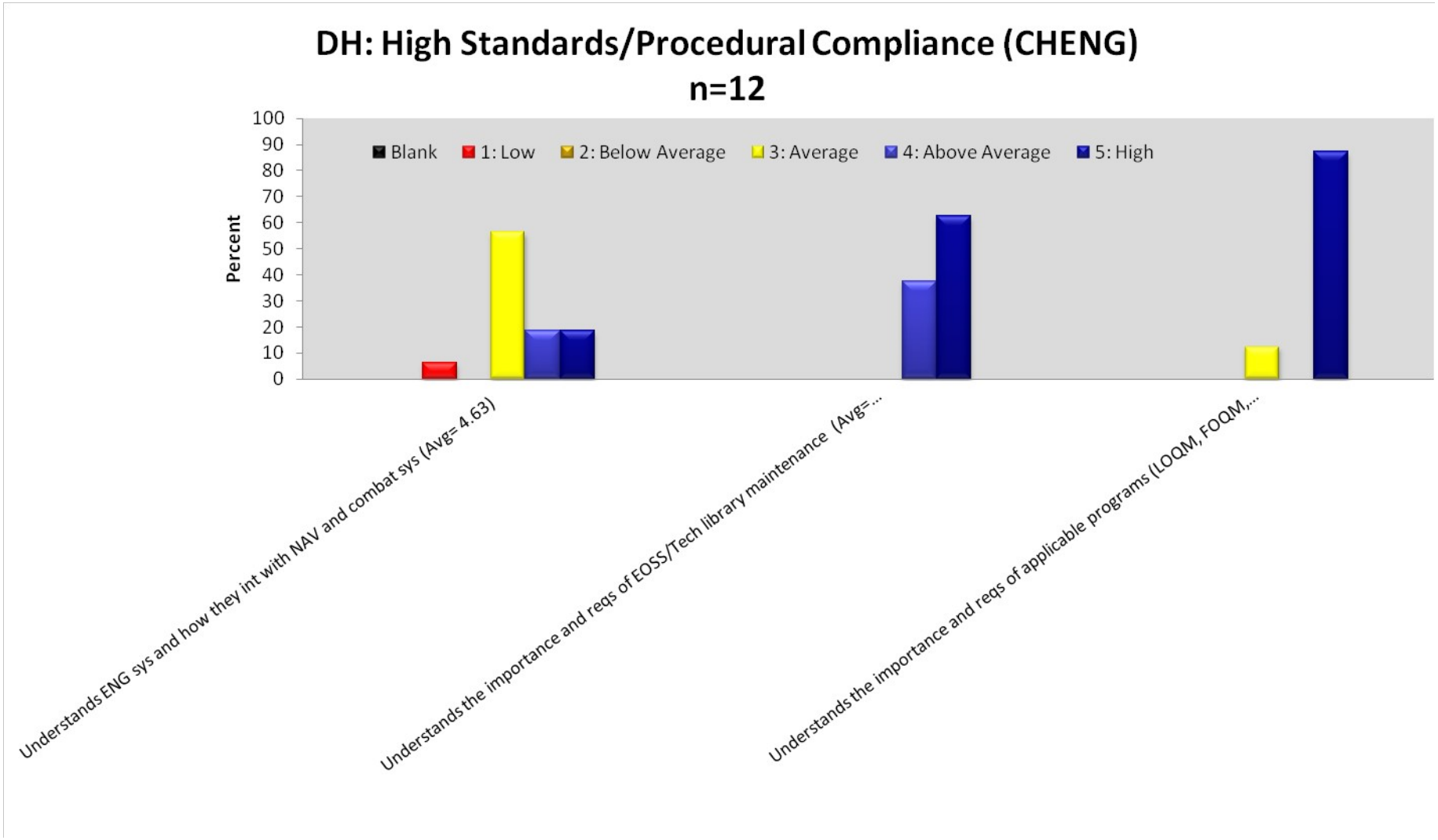
CO Survey


DH:Procedural Compliance (1st LT)
n=2
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Percent
100
90
80
70
60
50
40
30
20
10
0
Knows reqs for Well Deck Operation (Avg= 4.33)
Maintains Internal Running Gear (Avg= 4)
Maintains External Running Gear (Avg= 4)
Understands aviation reqs (Avg= 4.2)
Creates effective/efficient onload/offload plans (Avg= 4)
Effectively coordinates with USMC counterparts (Avg= 4.5)
Ammunition accountability (Avg= 4.33)

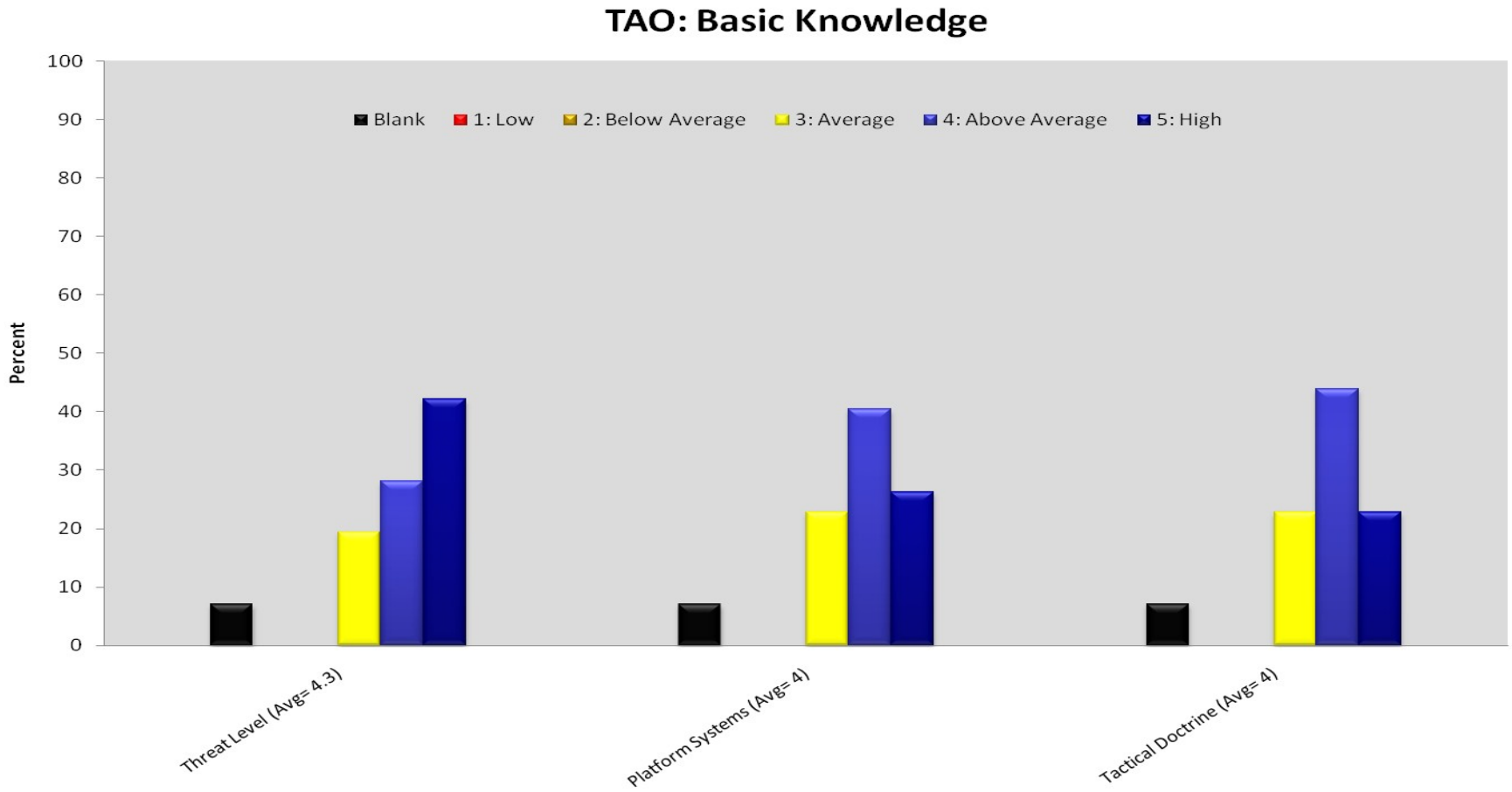
CO Survey


DH: High Standards/Procedural Compliance (CSO)
n=25
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands combat sys and interaction with ENG and NAV sys (Avg= 3.76)
Understands the importance and reqs of ammunition accountability (Avg= 4.12)
Understands importance and reqs of CSOSS/Tech library maintenance (Avg= 3.65)
Understands the importance of and maintains an effective SERT org (Avg= 3.8)
Effectively maintaings Smooth Log and other programs (Avg= 3.53)

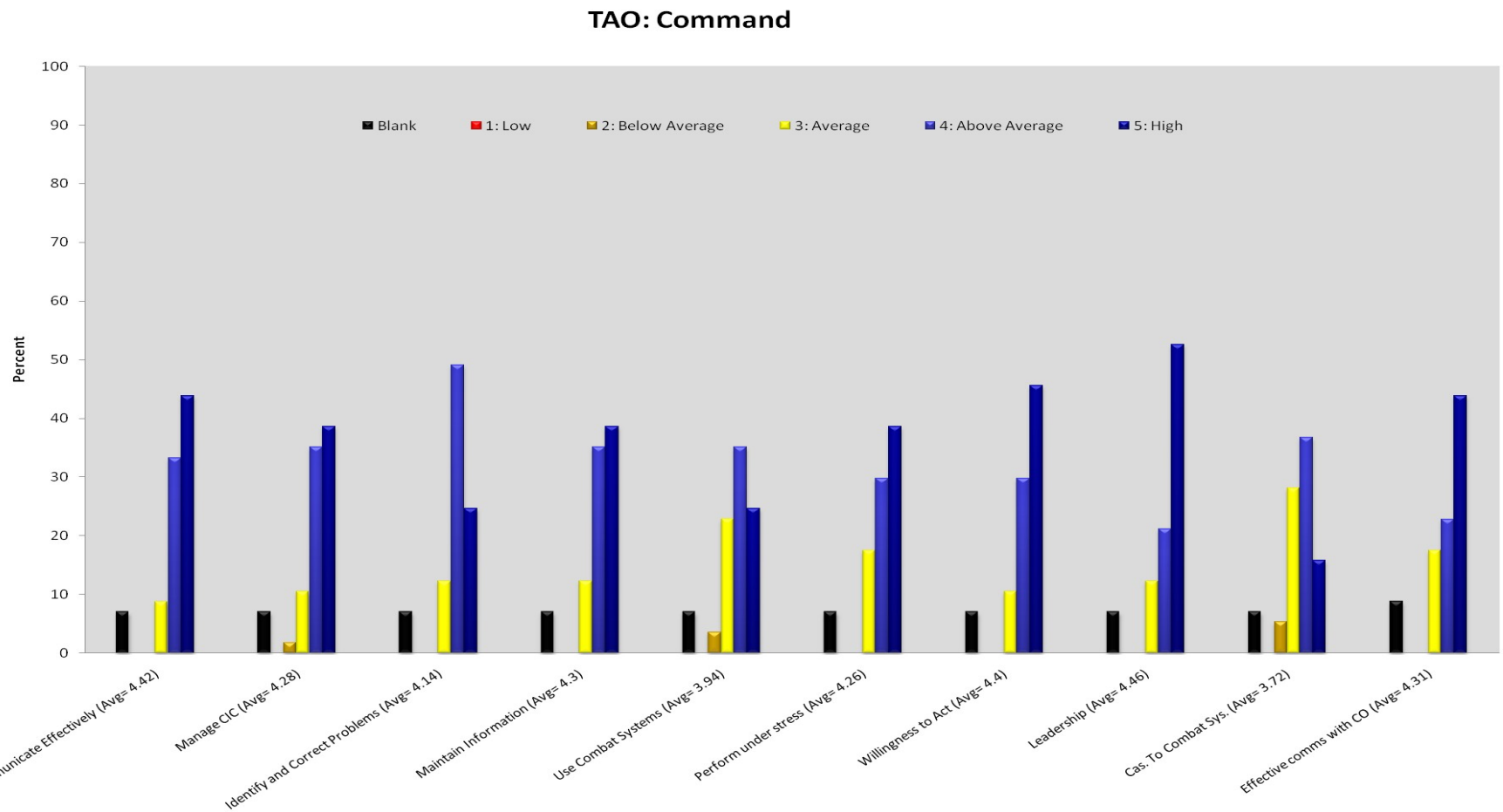
CO Survey


DH: High Standards/Procedural Compliance (CHENG)
n=12
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands ENG sys and how they int with NAV and combat sys (Avg= 4.63)
Understands the importance and reqs of EOSS/Tech library maintenance (Avg=...
Understands the importance and reqs of applicable programs (LOQM, FOQM,...

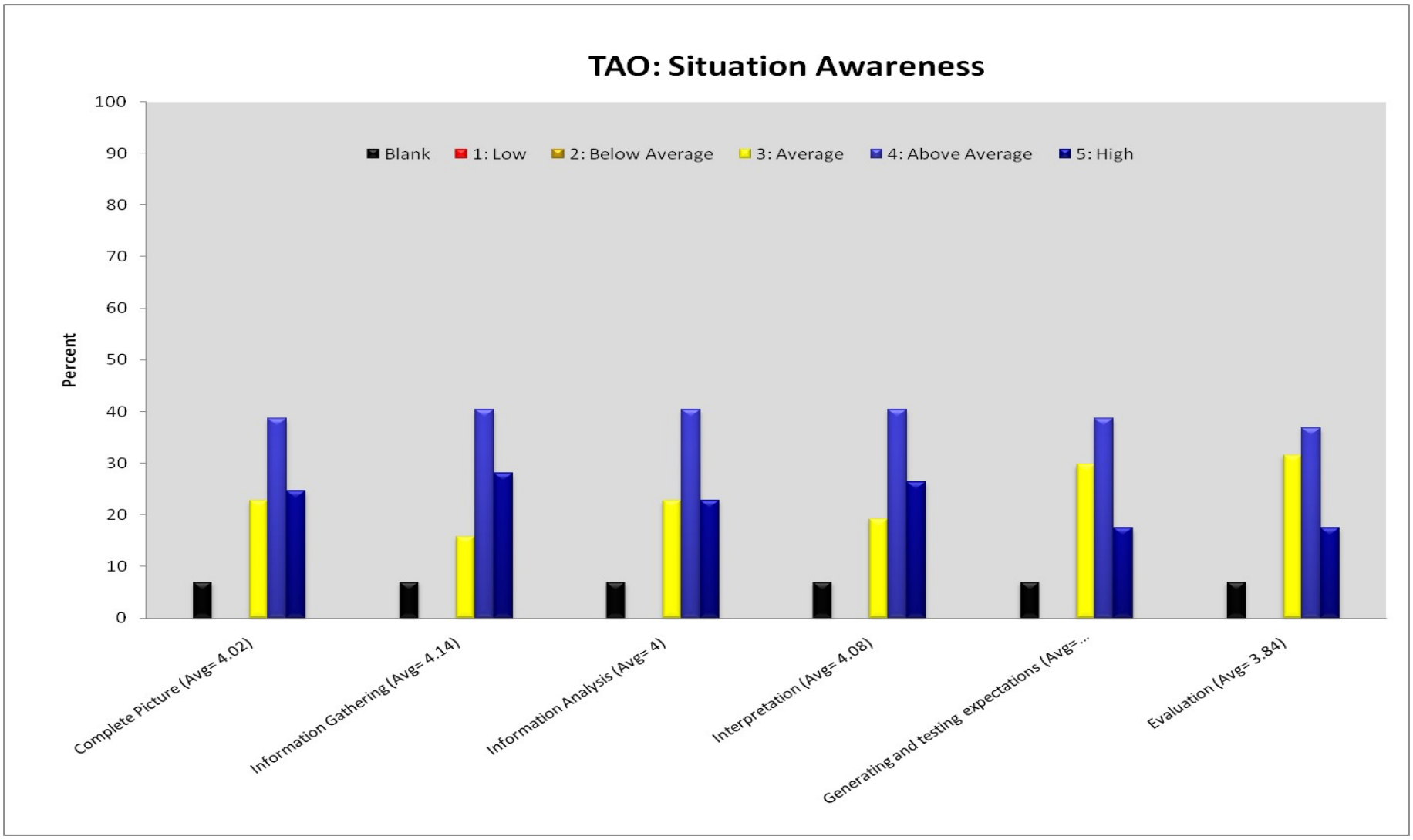
DH Survey


TAO: Basic Knowledge
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Threat Level (Avg= 4.3)
Platform Systems (Avg= 4)
Tactical Doctrine (Avg= 4)

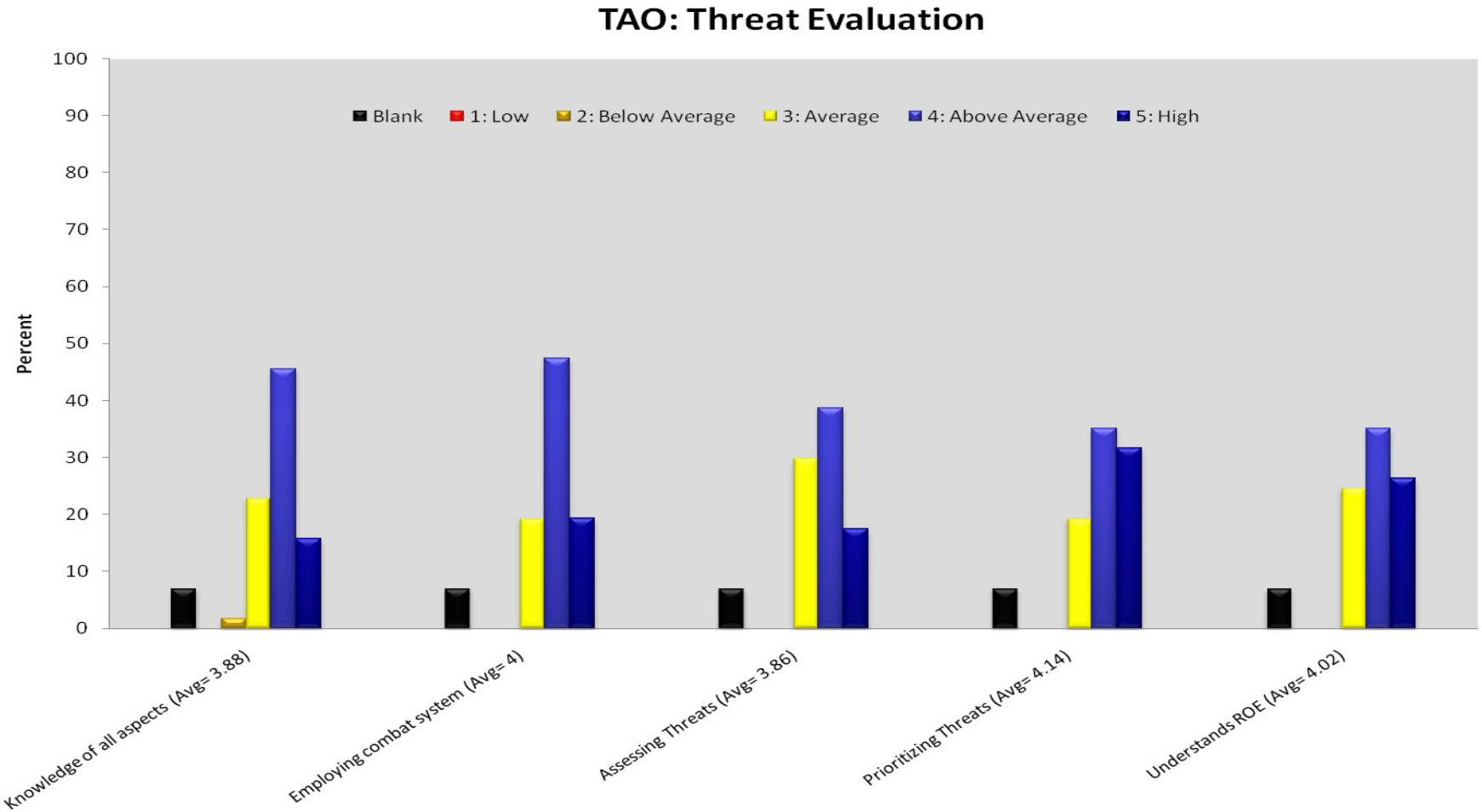
DH Survey


TAO: Command
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Communicate Effectively (Avg= 4.42)
Manage CIC (Avg= 4.28)
Identify and Correct Problems (Avg= 4.14)
Maintain Information (Avg= 4.3)
Use Combat Systems (Avg= 3.94)
Perform under stress (Avg= 4.26)
Willingness to Act (Avg= 4.4)
Leadership (Avg= 4.46)
Cas. To Combat Sys. (Avg= 3.72)
Effective comms with CO (Avg= 4.31)

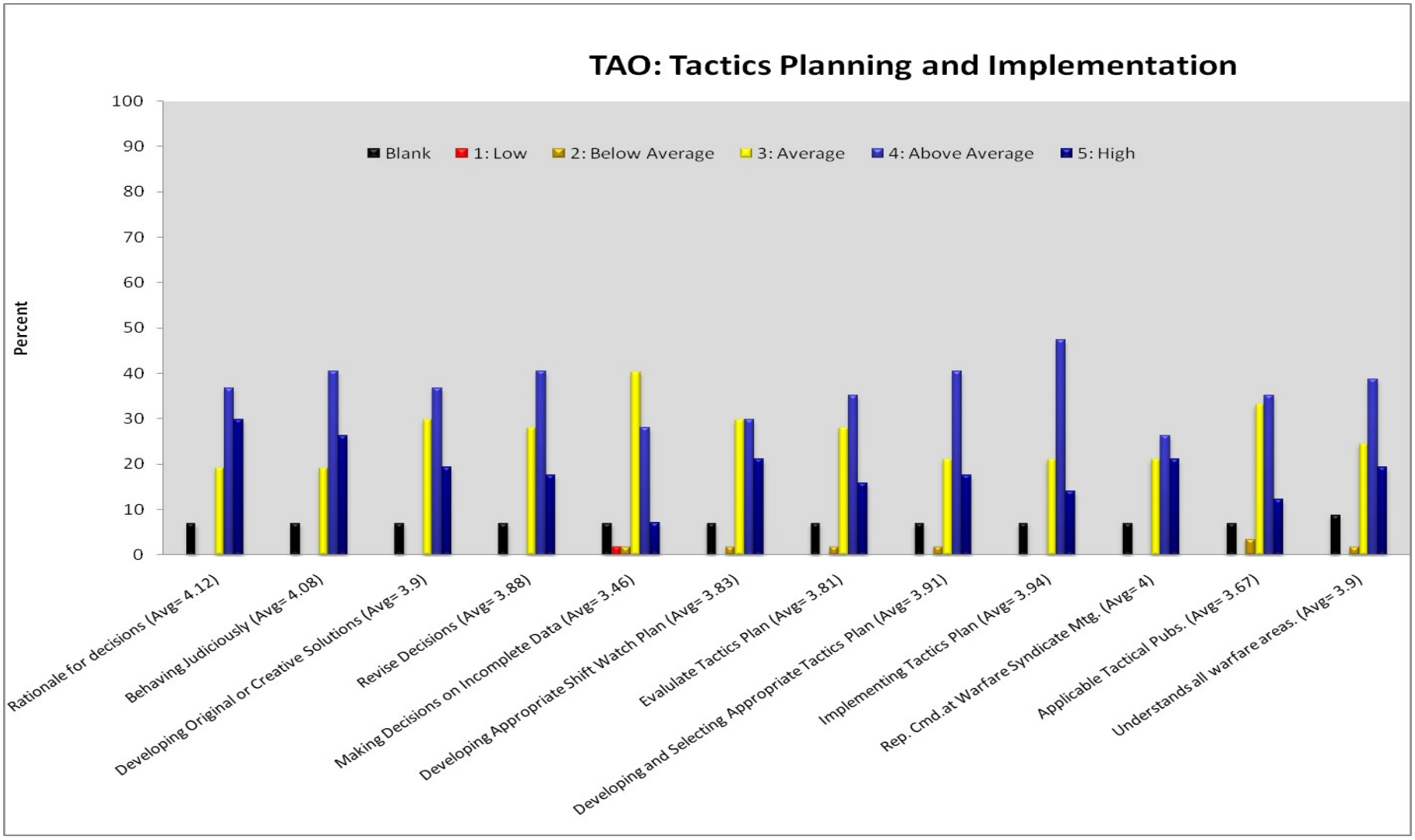
DH Survey


TAO: Situation Awareness
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Complete Picture (Avg= 4.02)
Information Gathering (Avg= 4.14)
Information Analysis (Avg= 4)
Interpretation (Avg= 4.08)
Generating and testing expectations (Avg= ...
Evaluation (Avg= 3.84)

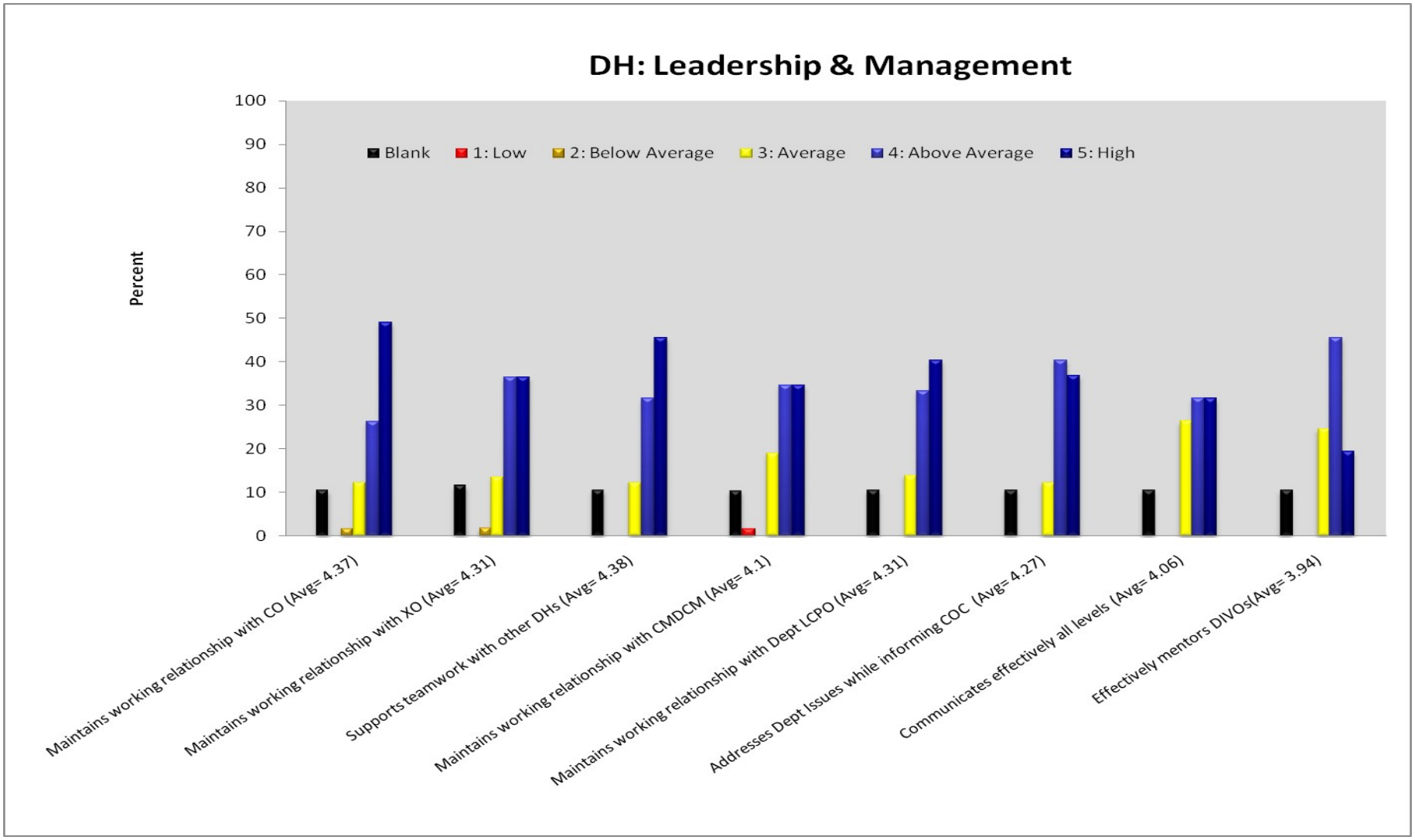
DH Survey


TAO: Threat Evaluation
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Knowledge of all aspects (Avg= 3.88)
Employing combat system (Avg= 4)
Assessing Threats (Avg= 3.86)
Prioritizing Threats (Avg= 4.14)
Understands ROE (Avg= 4.02)

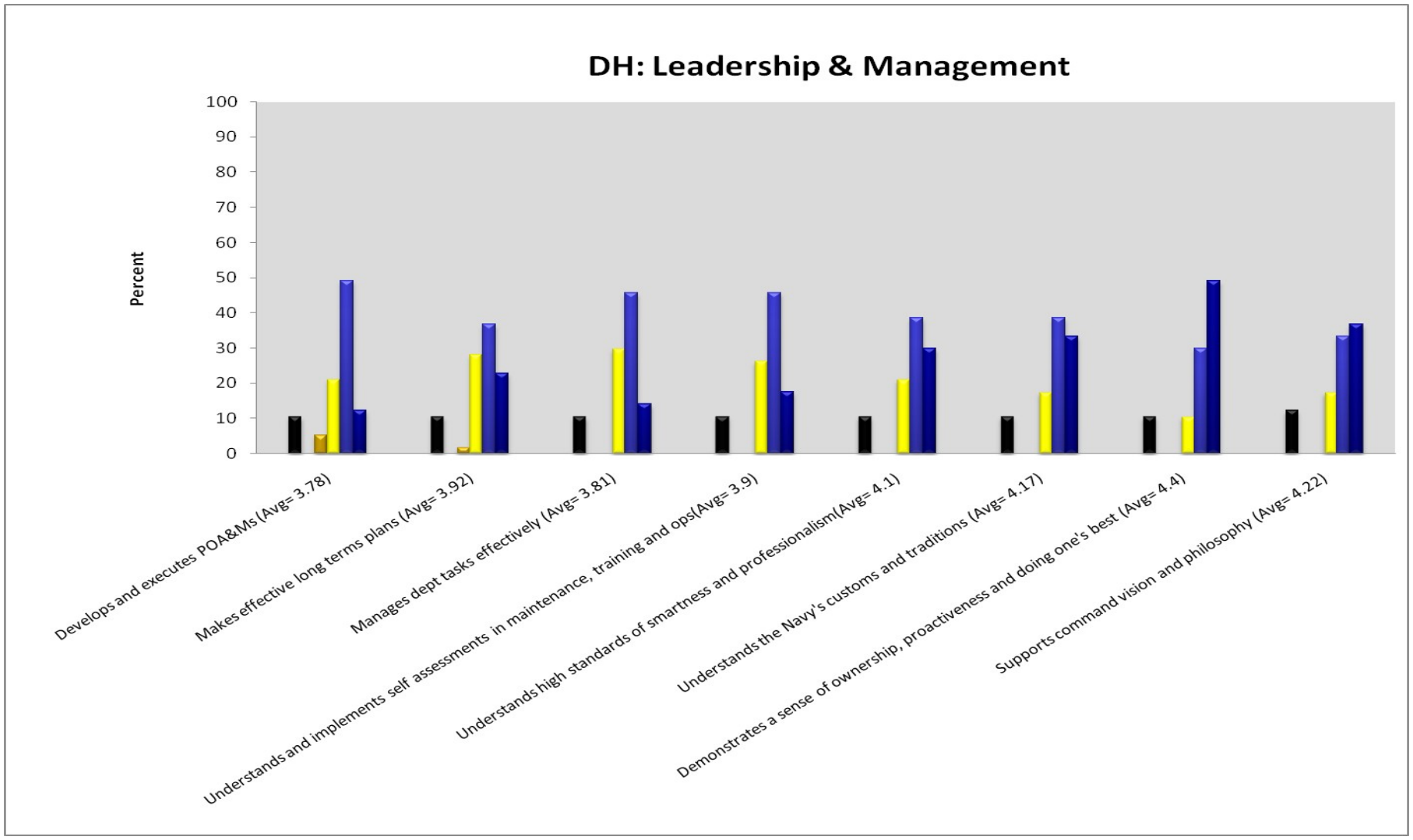
DH Survey


TAO: Tactics Planning and Implementation
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Rationale for decisions (Avg= 4.12)
Behaving Judiciously (Avg= 4.08)
Developing Original or Creative Solutions (Avg= 3.9)
Revise Decisions (Avg= 3.88)
Making Decisions on Incomplete Data (Avg= 3.46)
Developing Appropriate Shift Watch Plan (Avg= 3.83)
Evalulate Tactics Plan (Avg= 3.81)
Developing and Selecting Appropriate Tactics Plan (Avg= 3.91)
Implementing Tactics Plan (Avg= 3.94)
Rep. Cmd.at Warfare Syndicate Mtg. (Avg= 4)
Applicable Tactical Pubs. (Avg= 3.67)
Understands all warfare areas. (Avg= 3.9)

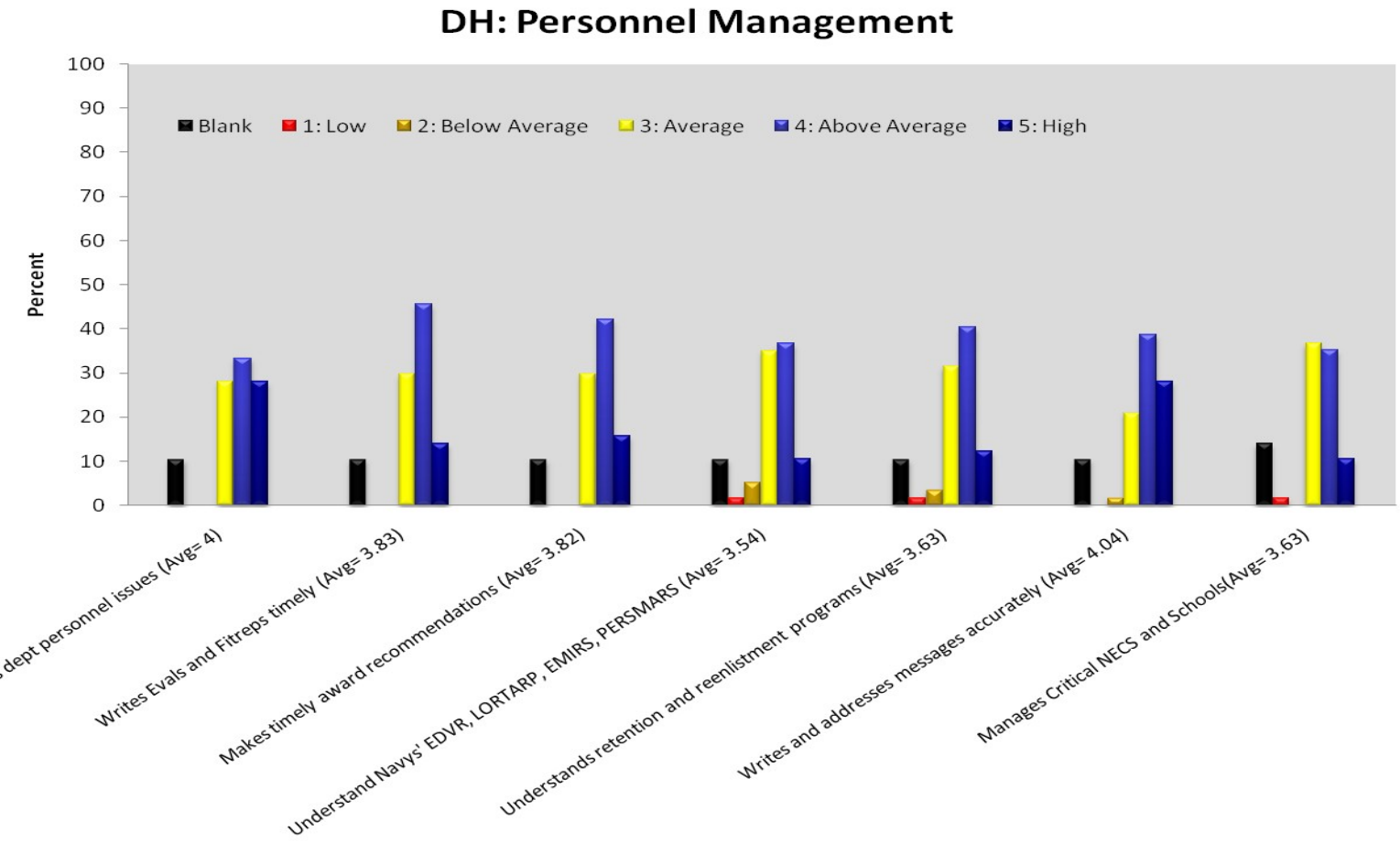
DH Survey


DH: Leadership & Management
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Maintains working relationship with CO (Avg= 4.37)
Maintains working relationship with XO (Avg= 4.31)
Supports teamwork with other DHs (Avg= 4.38)
Maintains working relationship with CMDCM (Avg= 4.1)
Maintains working relationship with Dept LCPO (Avg= 4.31)
Addresses Dept Issues while informing COC (Avg= 4.27)
Communicates effectively all levels (Avg= 4.06)
Effectively mentors DIVOs(Avg= 3.94)

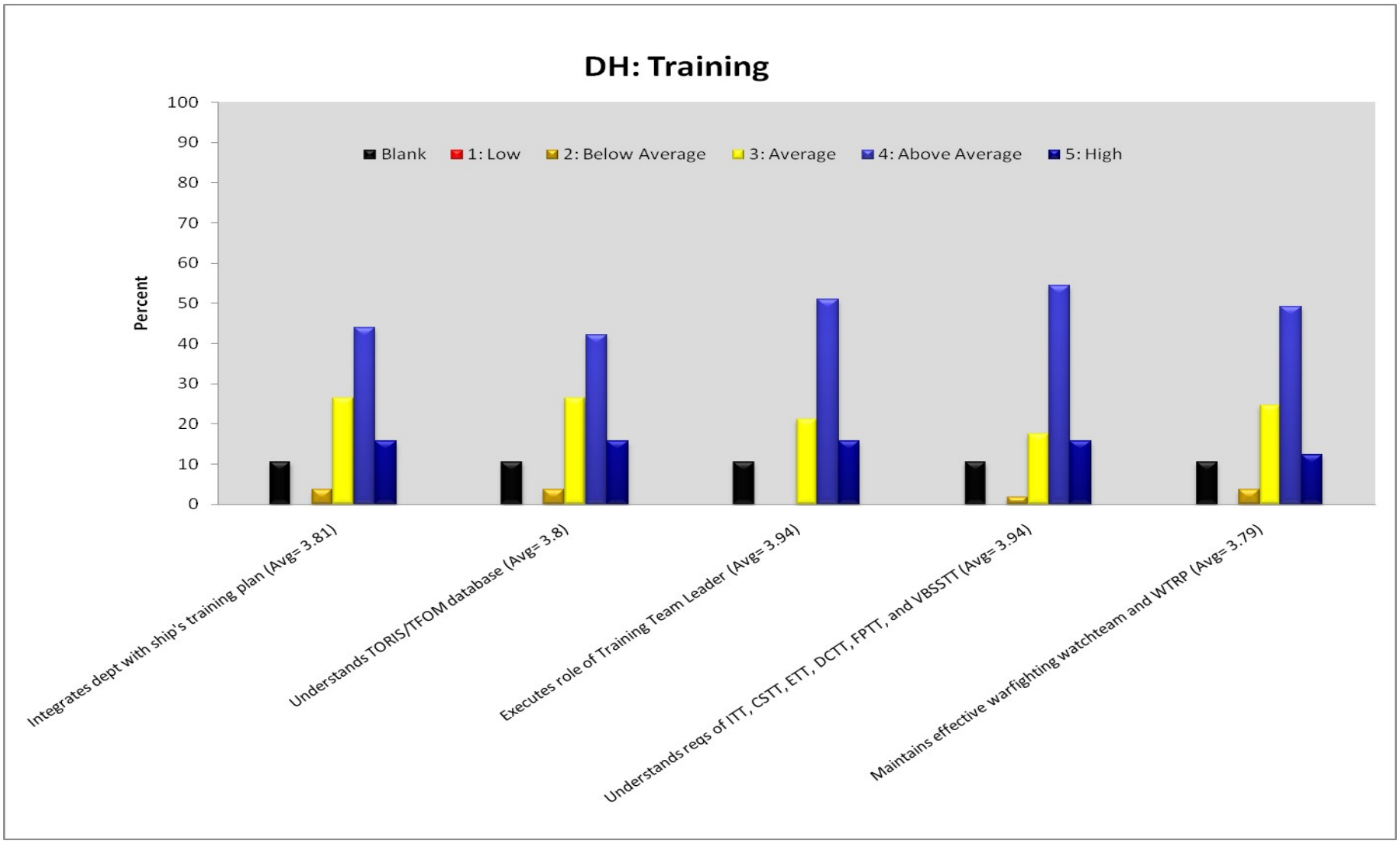
DH Survey


DH: Leadership & Management
Percent
100
90
80
70
60
50
40
30
20
10
0
Develops and executes POA&Ms (Avg= 3.78)
Makes effective long terms plans (Avg= 3.92)
Manages dept tasks effectively (Avg= 3.81)
Understands and implements self assessments in maintenance, training and ops(Avg= 3.9)
Understands high standards of smartness and professionalism(Avg= 4.1)
Understands the Navy's customs and traditions (Avg= 4.17)
Demonstrates a sense of ownership, proactiveness and doing one's best (Avg= 4.4)
Supports command vision and philosophy (Avg= 4.22)

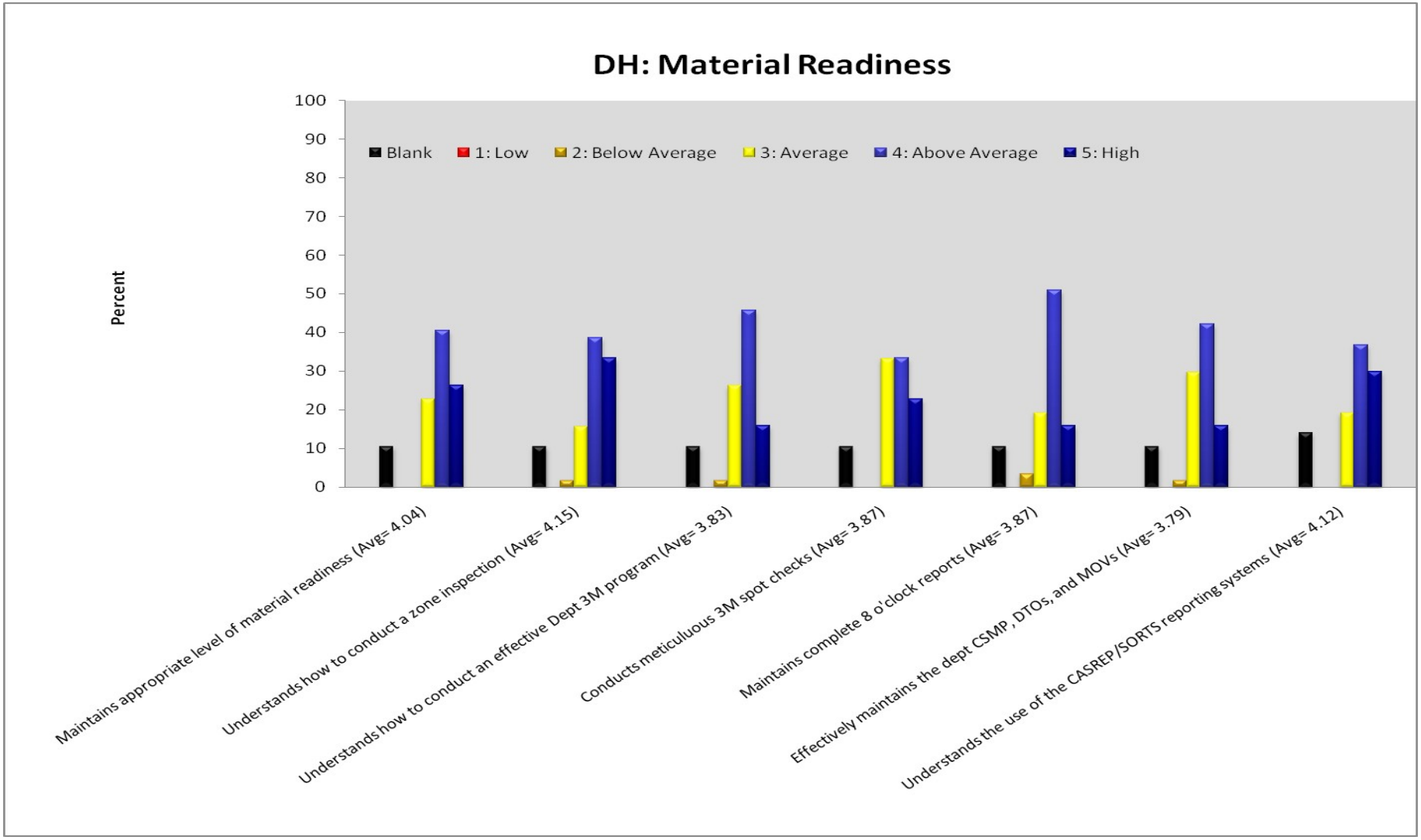
DH Survey


DH: Personnel Management
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Manages dept personnel issues (Avg= 4)
Writes Evals and Fitreps timely (Avg= 3.83)
Makes timely award recommendations (Avg= 3.82)
Understand Navys' EDVR, LORTARP, EMIRS, PERSMARS (Avg= 3.54)
Understands retention and reenlistment programs (Avg= 3.63)
Writes and addresses messages accurately (Avg= 4.04)
Manages Critical NECS and Schools(Avg= 3.63)

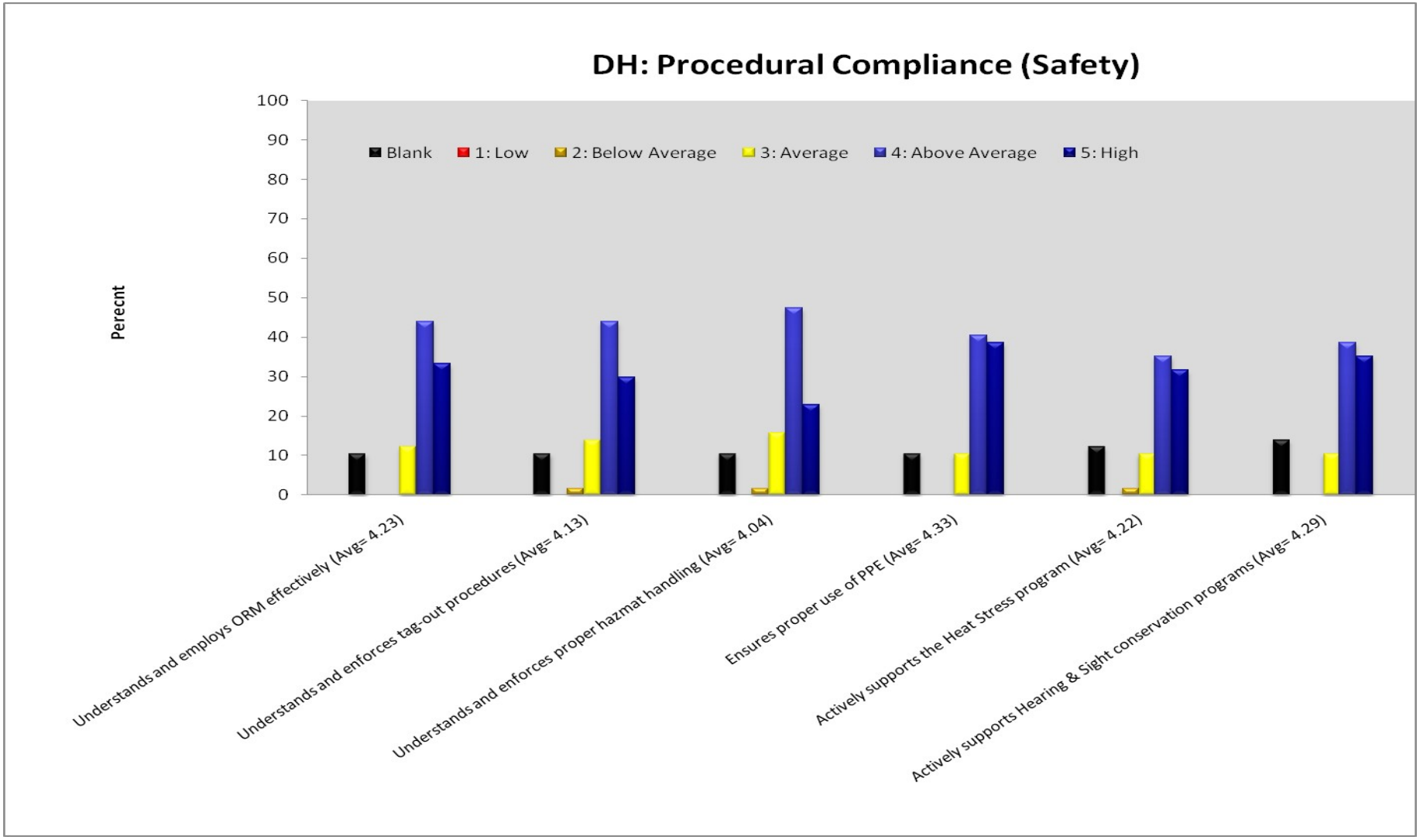
DH Survey


DH: Training
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Integrates dept with ship's training plan (Avg= 3.81)
Understands TORIS/TFOM database (Avg= 3.8)
Executes role of Training Team Leader (Avg= 3.94)
Understands reqs of ITT, CSTT, ETT, DCTT, FPTT, and VBSSTT (Avg= 3.94)
Maintains effective warfighting watchteam and WTRP (Avg= 3.79)

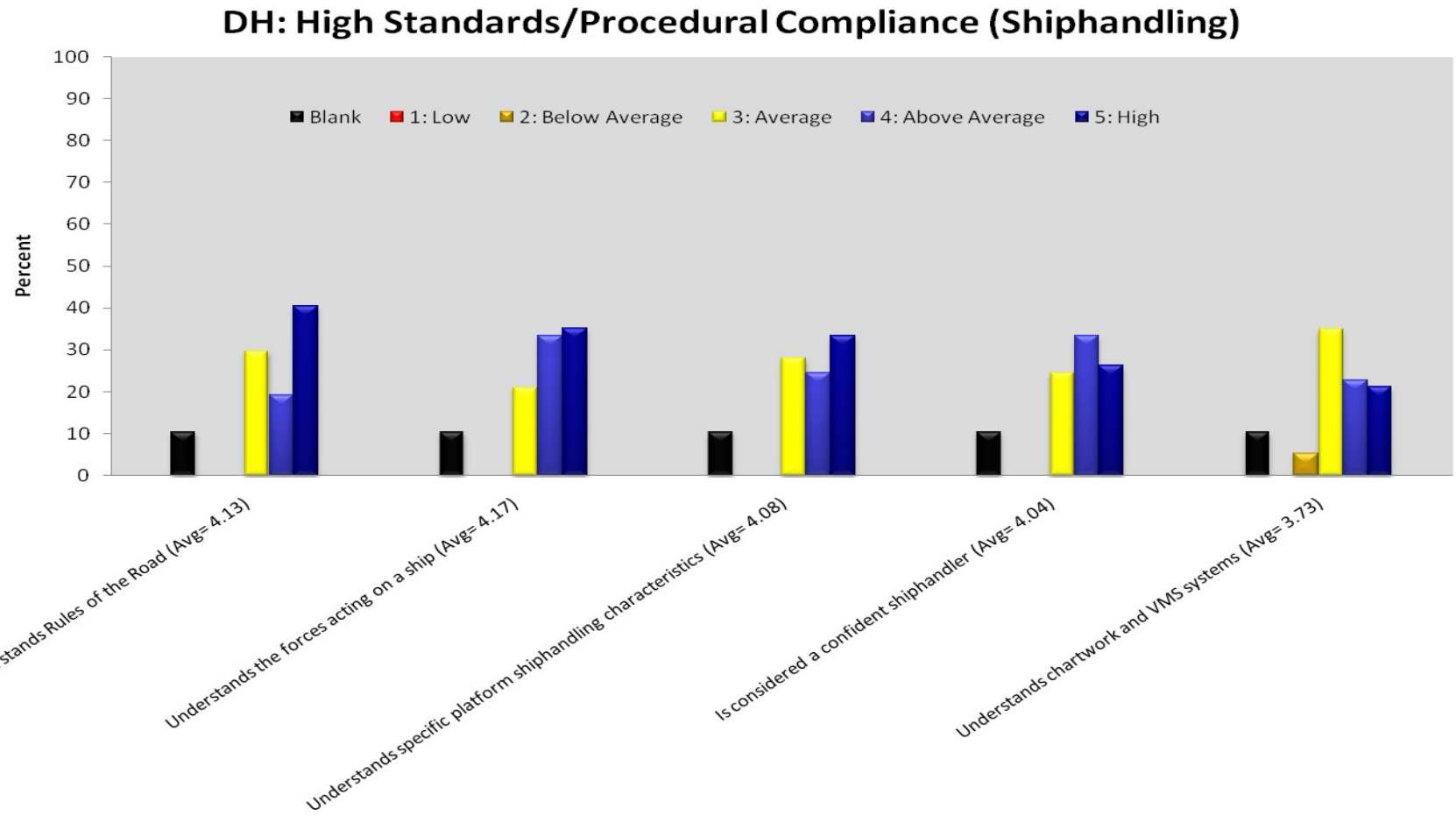
DH Survey


DH: Material Readiness
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Maintains appropriate level of material readiness (Avg= 4.04)
Understands how to conduct a zone inspection (Avg= 4.15)
Understands how to conduct an effective Dept 3M program (Avg= 3.83)
Conducts meticulous 3M spot checks (Avg= 3.87)
Maintains complete 8 o'clock reports (Avg= 3.87)
Effectively maintains the dept CSMP, DTOs, and MOVs (Avg= 3.79)
Understands the use of the CASREP/SORTS reporting systems (Avg= 4.12)

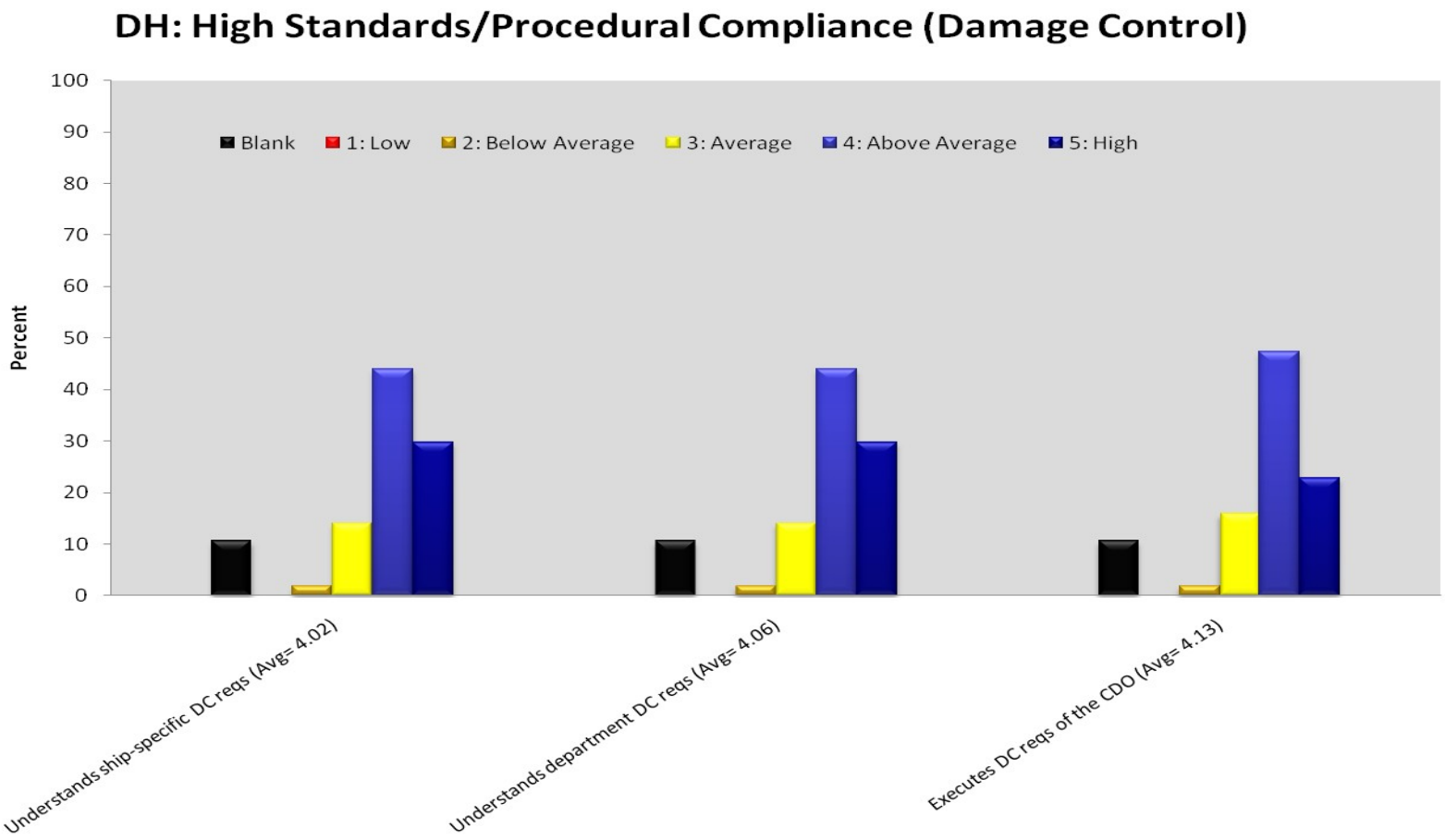
DH Survey


DH: Procedural Compliance (Safety)
Percnt
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands and employs ORM effectively (Avg= 4.23)
Understands and enforces tag-out procedures (Avg= 4.13)
Understands and enforces proper hazmat handling (Avg= 4.04)
Ensures proper use of PPE (Avg= 4.33)
Actively supports the Heat Stress program (Avg= 4.22)
Actively supports Hearing & Sight conservation programs (Avg= 4.29)

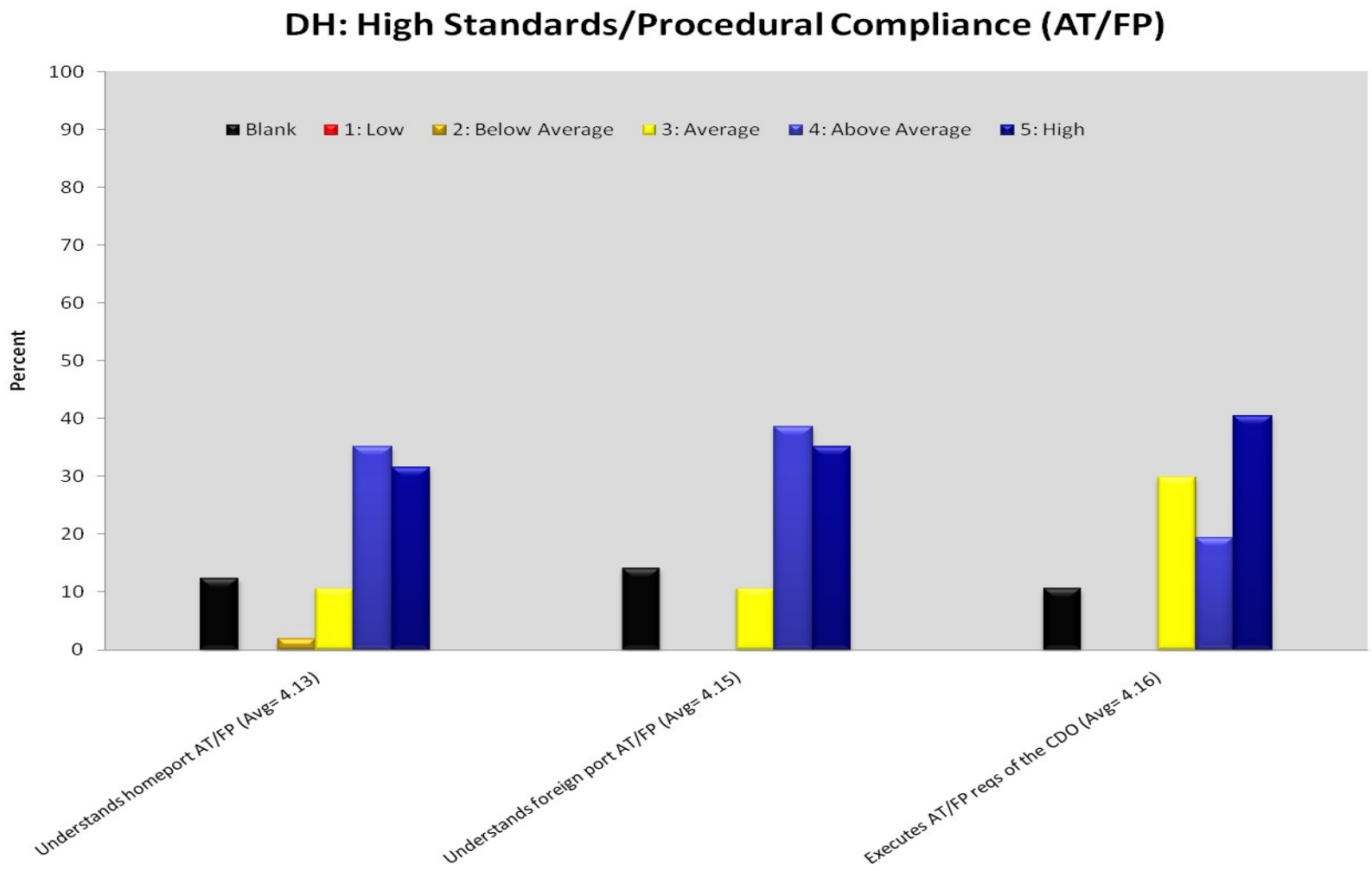
DH Survey


DH: High Standards/Procedural Compliance (Shiphandling)
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands Rules of the Road (Avg= 4.13)
Understands the forces acting on a ship (Avg= 4.17)
Understands specific platform shiphandling characteristics (Avg= 4.08)
Is considered a confident shiphandler (Avg= 4.04)
Understands chartwork and VMS systems (Avg= 3.73)

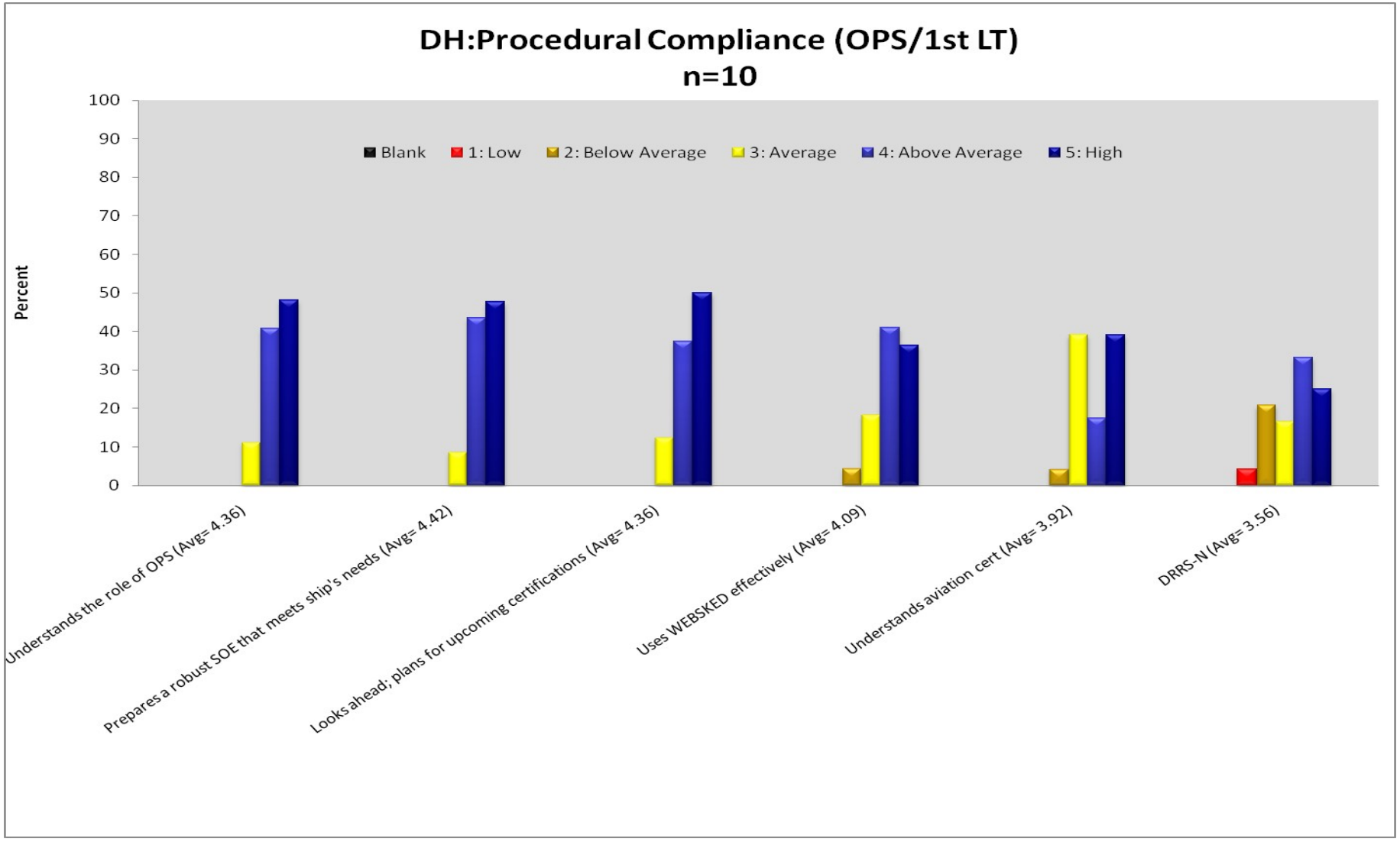
DH Survey


DH: High Standards/Procedural Compliance (Damage Control)
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands ship-specific DC reqs (Avg= 4.02)
Understands department DC reqs (Avg= 4.06)
Executes DC reqs of the CDO (Avg= 4.13)

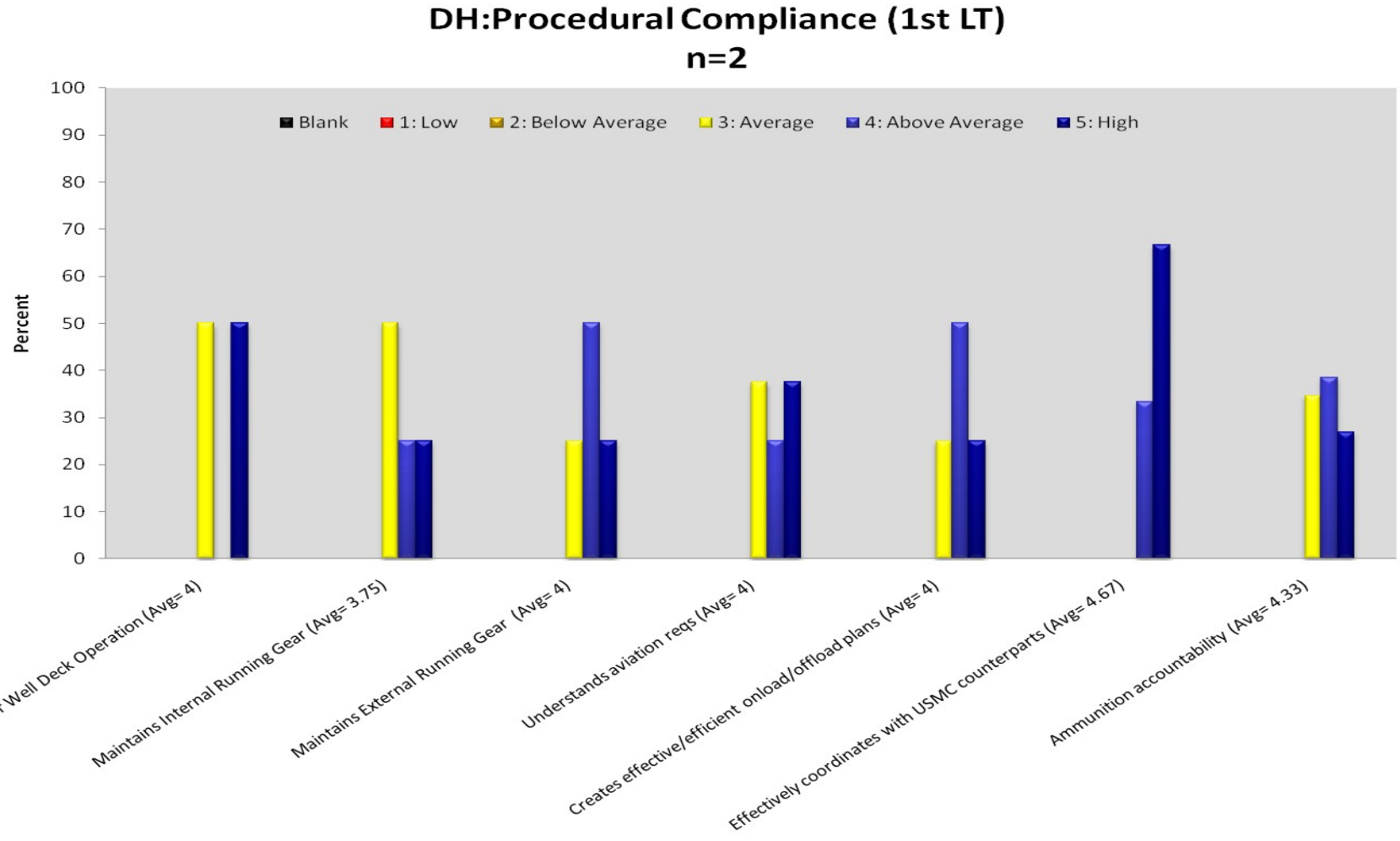
DH Survey


DH: High Standards/Procedural Compliance (AT/FP)
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands homeport AT/FP (Avg= 4.13)
Understands foreign port AT/FP (Avg= 4.15)
Executes AT/FP reqs of the CDO (Avg= 4.16)

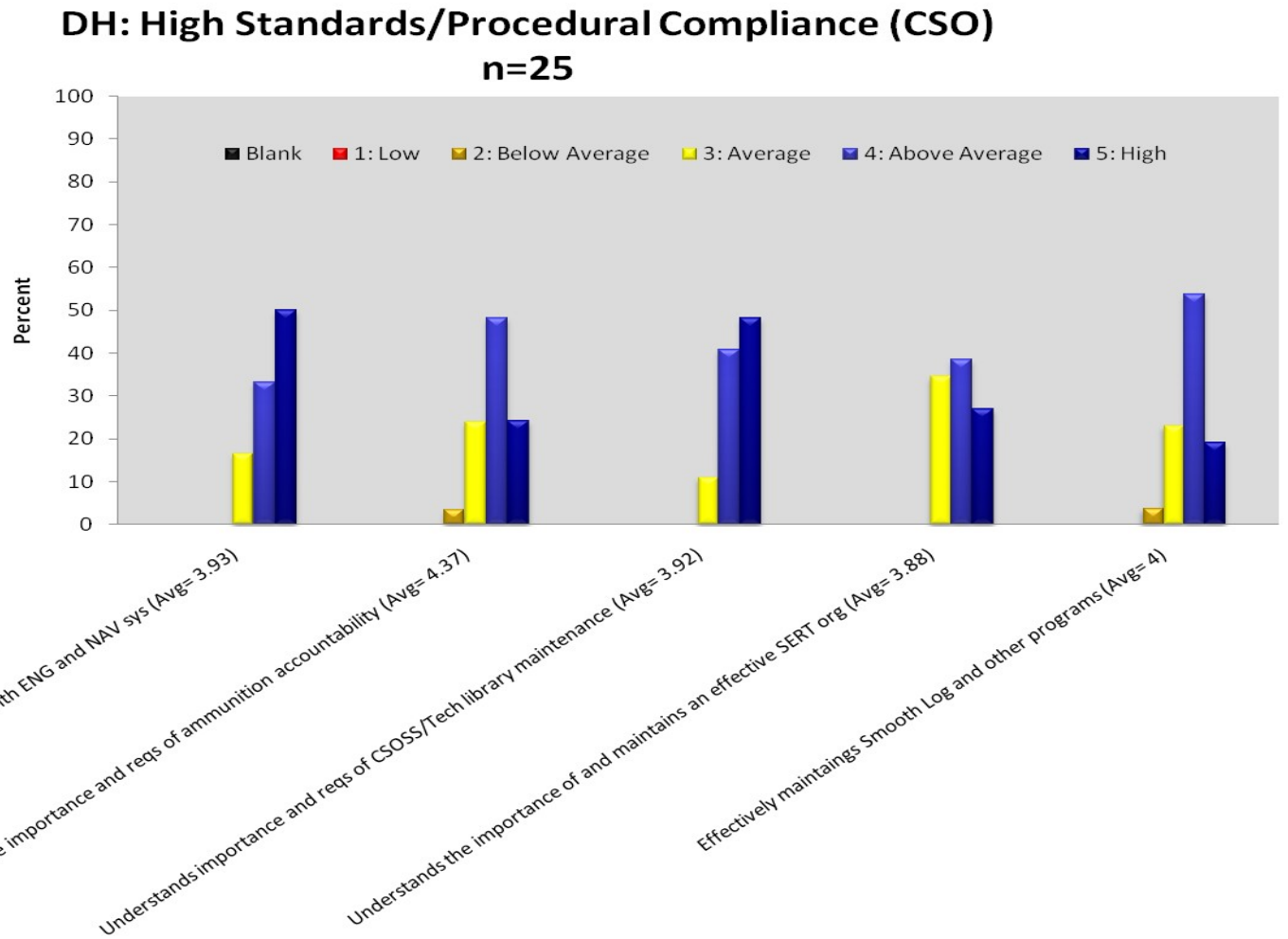
DH Survey


DH:Procedural Compliance (OPS/1st LT)
n=10
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands the role of OPS (Avg= 4.36)
Prepares a robust SOE that meets ship's needs (Avg= 4.42)
Looks ahead; plans for upcoming certifications (Avg= 4.36)
Uses WEBSKED effectively (Avg= 4.09)
Understands aviation cert (Avg= 3.92)
DRRS-N (Avg= 3.56)

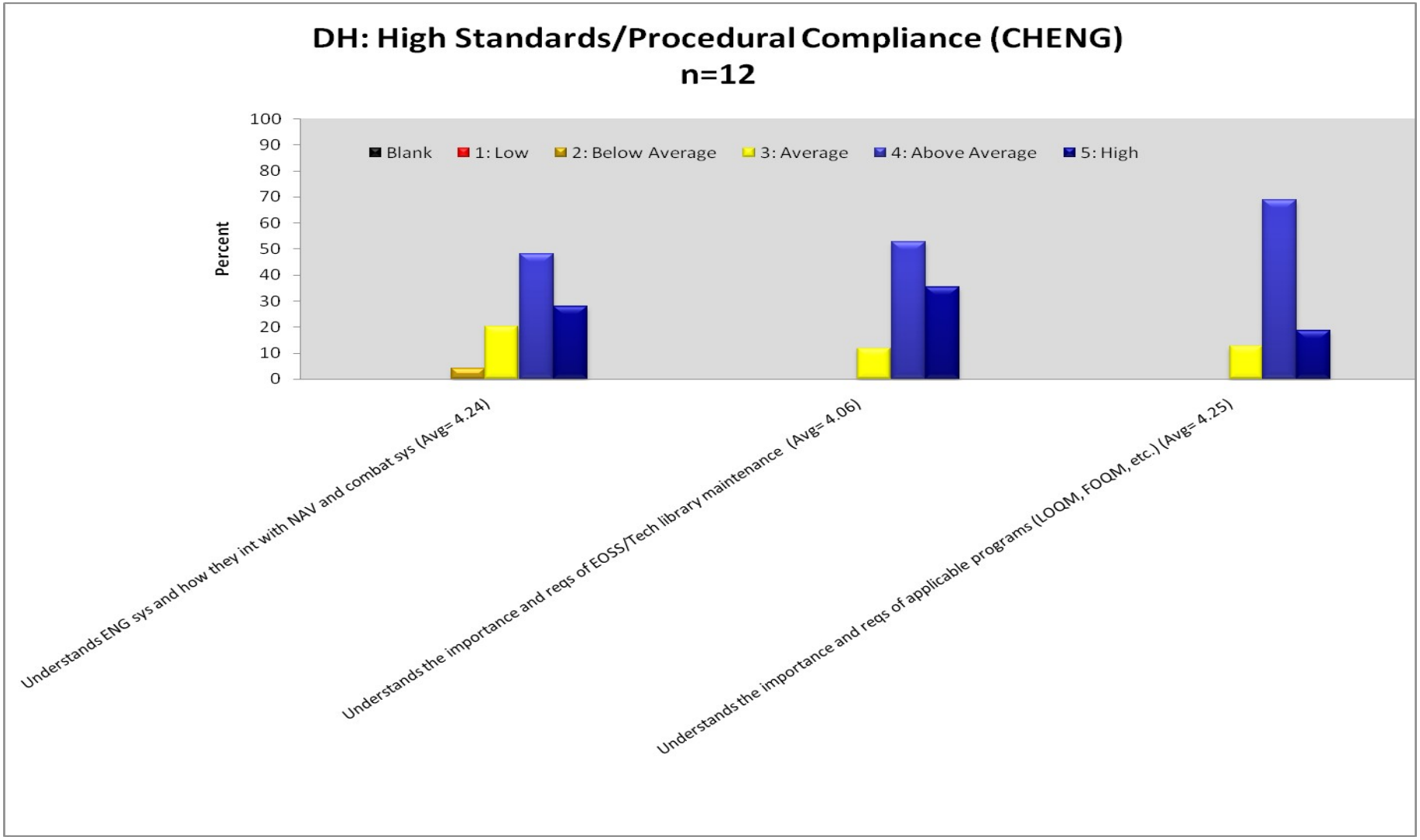
DH Survey


DH:Procedural Compliance (1st LT)
n=2
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Percent
100
90
80
70
60
50
40
30
20
10
0
Knows reqs for Well Deck Operation (Avg= 4)
Maintains Internal Running Gear (Avg= 3.75)
Maintains External Running Gear (Avg= 4)
Understands aviation reqs (Avg= 4)
Creates effective/efficient onload/offload plans (Avg= 4)
Effectively coordinates with USMC counterparts (Avg= 4.67)
Ammunition accountability (Avg= 4.33)

DH Survey


DH: High Standards/Procedural Compliance (CSO)
n=25
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands combat sys and interaction with ENG and NAV sys (Avg= 3.93)
Understands the importance and reqs of ammunition accountability (Avg= 4.37)
Understands importance and reqs of CSOSS/Tech library maintenance (Avg= 3.92)
Understands the importance of and maintains an effective SERT org (Avg= 3.88)
Effectively maintaings Smooth Log and other programs (Avg= 4)

DH Survey


DH: High Standards/Procedural Compliance (CHENG)
n=12
Percent
100
90
80
70
60
50
40
30
20
10
0
Blank
1: Low
2: Below Average
3: Average
4: Above Average
5: High
Understands ENG sys and how they int with NAV and combat sys (Avg= 4.24)
Understands the importance and reqs of EOSS/Tech library maintenance (Avg= 4.06)
Understands the importance and reqs of applicable programs (LOQM, FOQM, etc.) (Avg= 4.25)